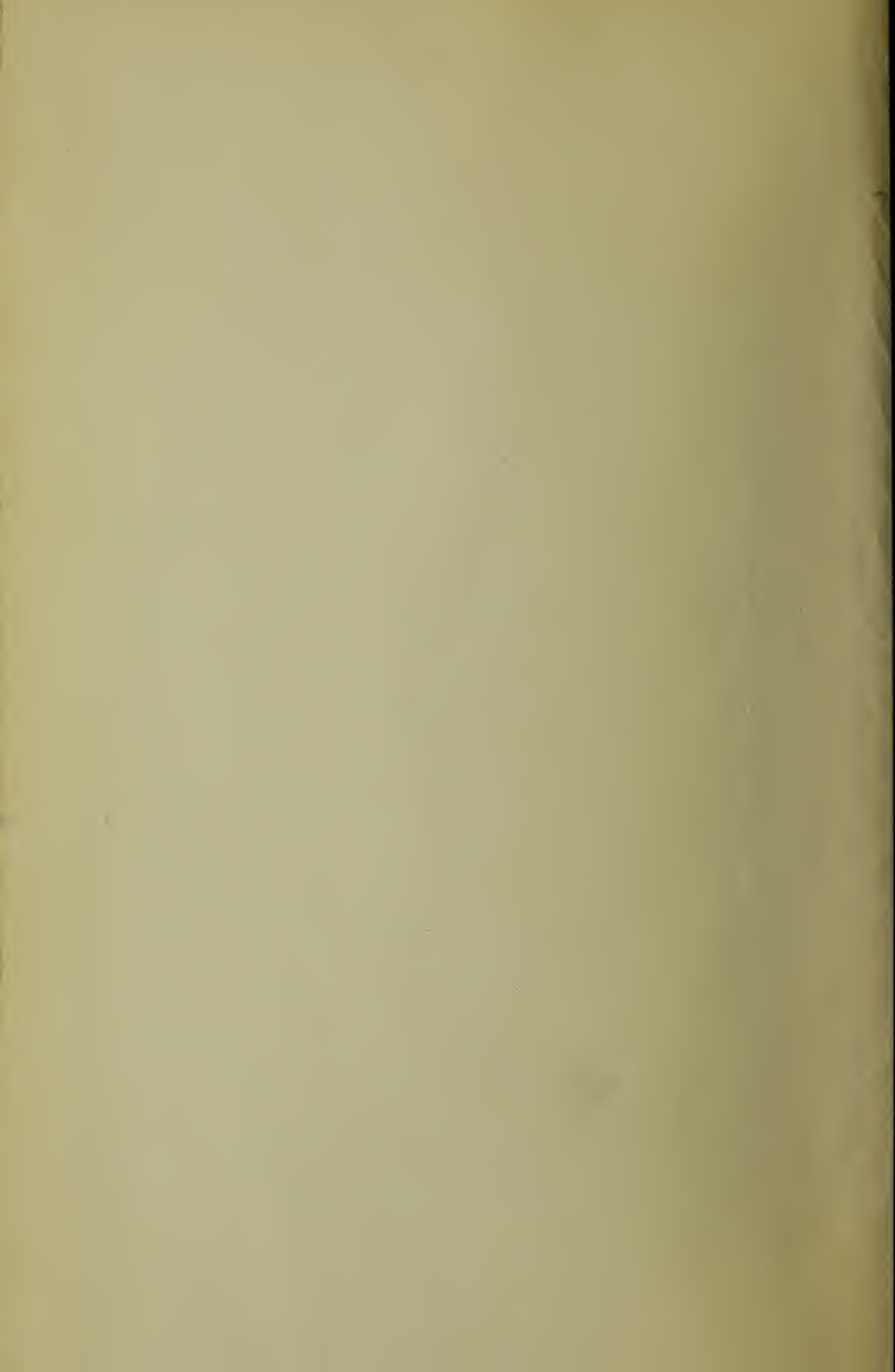


Government
Publication





CANADA

THE

LABOUR AZETTE

CANADA.

LABOUR, DEPARTMENT

LIBRARY

JULY 10 1959

10 - 10000

8-933

Industrial Accidents, pages 698, 701

Published Monthly by the

DEPARTMENT OF LABOUR
CANADA

Vol. LIX²

(No. 7-12)

JULY 31,

- Dec

1959

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor
W. S. Drinkwater

Editor, French Edition
Guy de Merlis

Assistant Editor
W. R. Channon

Circulation Manager
J. E. Abbey

HD

8101

A3

v. 53

no 7-12

cop 2

Cover Photograph
National Film Board

LIBRARY

736247

UNIVERSITY OF TORONTO

Vol. LIX, No. 7	CONTENTS	July 31, 1959
Employment Review		661
Collective Bargaining Review		674
Notes of Current Interest		680
Items of Interest to Labour from House of Commons		685
88th Annual Meeting, Canadian Manufacturers' Association ..		687
Vocational Training for Married Women		695
General Wage Increases, October 1, 1958 to March 31, 1959		696
Early Post-Graduate Years in Technical, Scientific Professions		697
Industrial Fatalities in Canada during First Quarter of 1959 ..		698
Industrial Accidents in the United Kingdom		701
Ontario Plans New School for Deaf		707
Some Solutions to Older Worker Problem		708
Homemaker Services in the United States		709
50 Years Ago This Month		710
International Labour Organization:		
Canadians Address ILO Conference		711
Appeals Board Gives Communist Delegates Right to Vote		715
Teamwork in Industry		716
Industrial Relations:		
Certification Proceedings		717
Conciliation Proceedings		720
Labour Law:		
Royal Commission on N.S. Workmen's Compensation Act ..		730
Legal Decision Affecting Labour		738
Recent Regulations under Provincial Legislation		738
Unemployment Insurance:		
Monthly Report on Operation		740
Decisions of the Umpire		741
Labour Conditions in Federal Government Contracts		745
Prices and the Cost of Living		750
Publications Recently Received in Department's Library		752
Labour Statistics		756

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Current Situation

Employment reached an all-time record level in June. An estimated 6,053,000 persons had jobs, 201,000 more than the previous month and 174,000 than in June the year before. The increase in employment from May to June occurred almost entirely in nonfarm industries. Regionally, it was fairly well distributed across the country. The rate varied from just under 3 per cent in Ontario and the western provinces to 7 per cent in the Maritimes. Seasonal factors normally exert a greater influence in eastern Canada than in other parts of the country so that more than proportionate increases in employment are not unusual in these regions.

In June, 183,000 more persons held jobs in nonfarm industries than the year before; farm employment was down slightly. The labour force continued to expand slowly and was 84,000 higher than a year before.

The month-to-month increase in employment was considerably larger than usual. A major share of the improvement occurred in the distributive industries, particularly in trade, which had been remarkably stable for about two years. Between May and June, employment in trade rose by some 56,000 compared with an average increase of 11,000 during the corresponding period in the past four years. Hirings in construction and logging increased sharply, as usual; in both industries employment levels were roughly the same as a year ago. Factory employment advanced more slowly than in May but there was further clear evidence of improvement in most lines of manufacturing. Consumer purchases have risen sharply during recent months, providing a strong support for the upward trend in output and employment. The upturn in consumer demand appears to have been influenced to a considerable extent by increased purchasing power. Labour income in the first quarter of 1959 was more than 7 per cent higher than in the comparable period last year.

Unemployment declined markedly between May and June as the rise in employment more than kept pace with the expansion of the labour force. The number of persons without jobs and seeking work declined by 100,000, or 30 per cent, leaving a total of 234,000. The decline over the year amounted to 90,000, of which 77,000 were males and 13,000 were females. The number of temporary layoffs in June stood at 14,000, practically unchanged from the year before. The "seeking work" figure was 3.7 per cent of the labour force, compared with 5.2 per cent in June 1958.

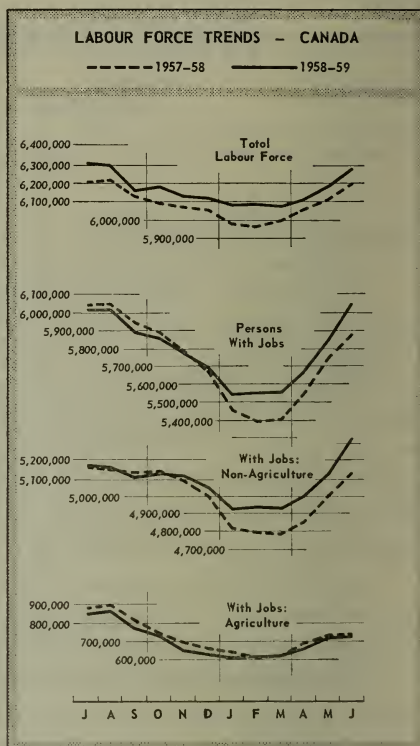
The gain in June more than made up for the previous month's pause in this year's employment advance. In the six-month period ending in June, total nonfarm employment (seasonally adjusted) increased by more than 3 per cent. With this increase, employment is currently about 2 per cent above the previous peak in mid-1957.

The most impressive employment increase stemmed from the recovery in manufacturing production. The main strength came from durable goods: activity increased noticeably in motor vehicles, primary steel, household appliances, wood products, and railway rolling stock. Increased consumer purchases of motor vehicles, lumber and building materials contributed strong support to the upswing in manufacturing employment this year. In the first five months of 1959, motor vehicle sales were 10 per cent ahead of the comparable period last year while sales of lumber and building materials were 6 per cent ahead.

A noticeable weakness was apparent in housing construction during the second quarter, resulting principally from the cessation of direct loans to builders by Central Mortgage and Housing Corporation. Owing to the great increase in new units started last winter, total volume of residential work underway remained higher than last year. However, the number started was down sharply from last year in all regions except the Atlantic provinces. With the renewal of CMHC direct loans in September, recently announced, another upturn in housing can be expected during the fall and winter months.

Recent developments in other key areas of the economy seem to support the view that the recovery has been gaining momentum. The Trade and Commerce mid-year investment survey shows that spending plans in the business sector have increased considerably since the beginning of the year. All major categories of business showed significant increases in investment intentions, compared with plans formulated in January. On the whole, the results of the mid-year survey of investment intentions reflect increasing business confidence. More new projects are being initiated this year than in 1958 and there is strong evidence that spending on machinery and equipment will reverse the downward trend evident last year.

Business inventories are also displaying renewed strength. Manufacturing inventories have increased steadily since the beginning of the year, reversing the downward trend of the previous year. The current build-up of stocks can be attributed, in part, to increased business confidence. A continuation of the upward trend in inventories can be expected, since the ratio of inventories to shipments is still at a fairly low level.



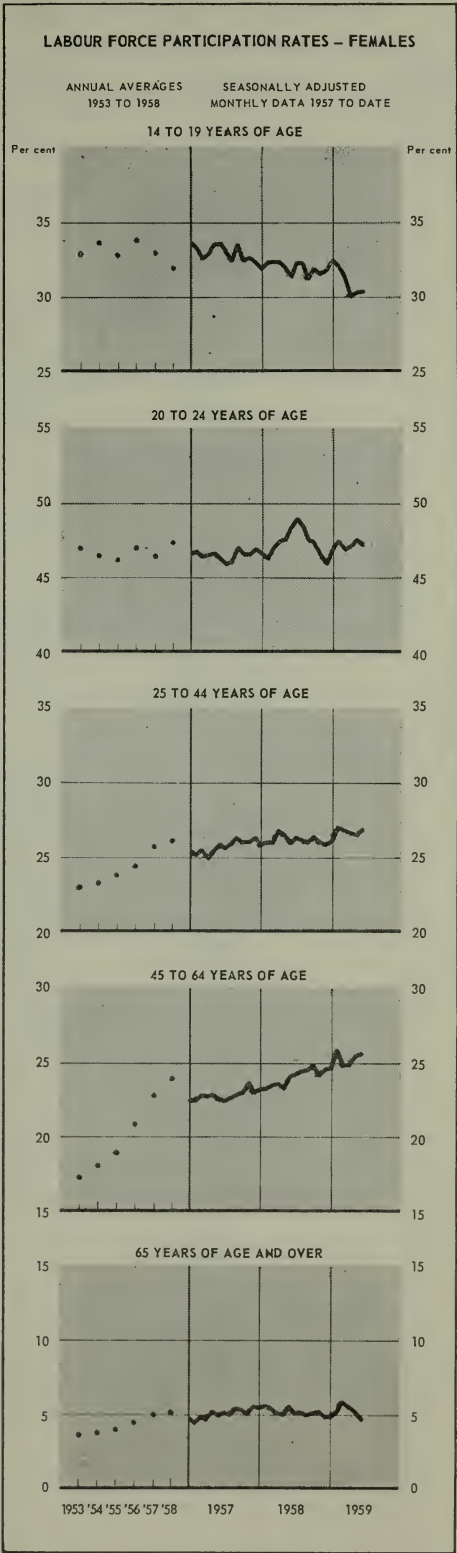
Labour Force Participation

The labour force rose more slowly than usual this season. During the first half of 1959 the increase over the corresponding period of 1958 averaged only 84,000. This increase amounts to just over 1 per cent, compared with a rate of nearly 4 per cent in 1957 and a long-time average of 2 per cent.

A reduction in immigration partially explains the change in the labour force growth. Total intake during the first quarter of the current year was down 20 per cent from the intake during the first quarter of 1958, which, in turn, was well below the equivalent figure for 1957.

Another factor slowing down the growth of the labour force was a reduction in the proportion of the population that comprises the labour market. The participation rates (i.e., proportions of the civilian non-institutional population, 14 years and over, that are either working or seeking work) for ten specific groups are illustrated on these two pages. Shown on the charts are the average annual participation rates for the past six years, along with the monthly values, adjusted for seasonal movements, for the past two years.

The decline in the participation rate of the total labour force has been small—from an average 53.5 per cent in the first half of 1958 to 53.3 per cent in the first half of 1959. There were significant changes over the year, however, in certain age groups. Participation rates were unusually low this year for males 24 and under, for males 65 and over, and for females 19 and under. The rates for women over 45, on the other hand, were significantly higher in this period than previously. No appreciable change was evident for men 25 to 64 years nor for women 20 to 44 years, groups which together account for close to three quarters of the total labour force.



LABOUR FORCE PARTICIPATION RATES - MALES

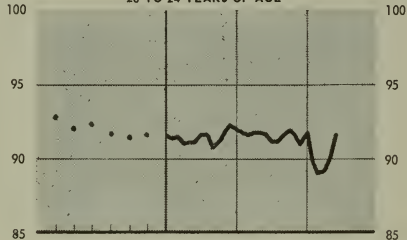
ANNUAL AVERAGES
1953 TO 1958

SEASONALLY ADJUSTED
MONTHLY DATA 1957 TO DATE

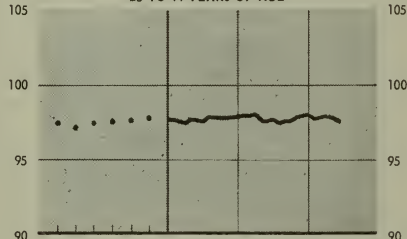
14 TO 19 YEARS OF AGE



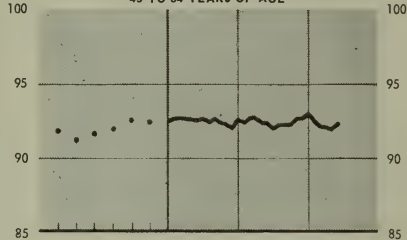
20 TO 24 YEARS OF AGE



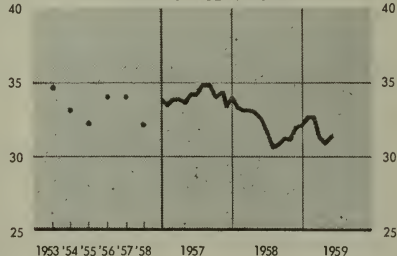
25 TO 44 YEARS OF AGE



45 TO 64 YEARS OF AGE



65 YEARS OF AGE AND OVER



The decline in the participation rate among males in the 14 to 19 age group appears to be a continuation of the steady downward trend that has been present through the entire postwar period. Two factors appear to account for this trend. One is related to a change in the age composition of this group. The proportion of 14-, 15- and 16-year-old boys within the 14 to 19 age group became larger each year until 1957 as a result of the higher birth rate of the early war years. These 14-, 15- and 16-year-old boys accounted for slightly more than half the total population of this age group in 1950. The percentage rose from 51.0 in 1953 to 52.1 in 1955 and levelled off at 53.5 in 1957. After moving fractionally higher in 1958, the percentage was back at 53.5 in 1959. The greater proportion of very young within the 14 to 19 age group has tended to pull the participation rate for this group down, since proportionately few of the very young enter the labour market.

The other factor that depresses the participation rate of the 14 to 19 age group is the steady rise in the proportion of boys and girls of these ages who are going to school. Persons in this age group at school (both sexes) increased from 52.1 per cent in 1950 to 54.7 per cent in 1953 and to 55.8 per cent in 1955. Between 1957 and 1959 a further large increase occurred, from 57.6 to 62.0 per cent.

The increase in the participation rate of women over 44 seems to be related to the rapid growth of the trade and service industries in recent years. The number of women working in trade increased 15.4 per cent from May 1955 to May 1959, while the concurrent increase in male workers was 6.6 per cent. At the same time the number of women in service industries increased by 31.3 per cent while for men the increase was 20.5 per cent. The growth of total employment (of males and females) in this period was 9.2 per cent for trade, and 25.7 per cent for service. For all industries it was 9.0 per cent.

In three age groups the recent drop in participation rates is a distinct departure from the stability of previous years. These groups are: males from 20 to 24, males 65 and over, and females from 14 to 19. The recent recession may have been a factor in the participation rate of persons in these groups. It is the young and the old who have the greatest difficulty finding work when jobs are scarce. Consequently, the young tend to postpone their entry into the labour force and the old retire earlier than they might under different circumstances.

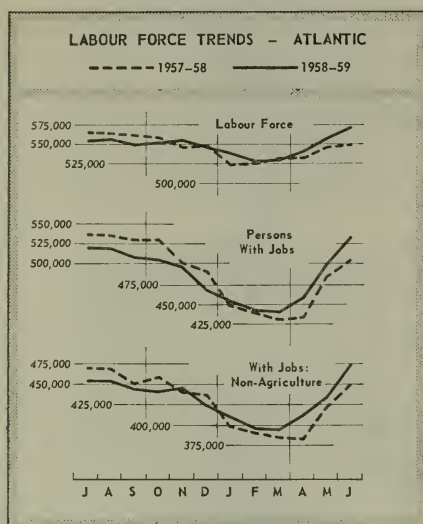
CLASSIFICATION OF LABOUR MARKET AREAS—JUNE 1959

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		<ul style="list-style-type: none"> Halifax → QUEBEC-LEVIS → ST. JOHN'S Vancouver- New Westminster Windsor 	<ul style="list-style-type: none"> → CALGARY → EDMONTON → HAMILTON → MONTREAL Ottawa-Hull → TORONTO → WINNIPEG 	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	SYDNEY ←	<ul style="list-style-type: none"> → CORNER BROOK → CORNWALL Fort-William- Pt. Arthur Joliette → LAC ST. JEAN Moncton New Glasgow → ROUYN-VAL D'OR Saint John Sarnia → SHAWINIGAN Sherbrooke Timmins- Kirkland Lake Trois Rivières Victoria 	<ul style="list-style-type: none"> → BRANTFORD → FARNHAM- GRANBY Guelph → KINGSTON Kitchener London → NIAGARA PENINSULA → OSHAWA → PETERBOROUGH → SUDBURY 	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		<ul style="list-style-type: none"> Barrie → RIVIÈRE DU LOUP → THETFORD- MEGANTIC- ST. GEORGES Yorkton 	<ul style="list-style-type: none"> Brandon → CHARLOTTETOWN → CHATHAM Lethbridge Moose Jaw North Battleford → PRINCE ALBERT → RED DEER Regina Saskatoon 	
MINOR AREAS (labour force 10,000-25,000)		<ul style="list-style-type: none"> → BATHURST Beauharnois Belleville-Trenton → BRAMPTON → CAMPBELLTON Chilliwack → DAUPHIN → DAWSON CREEK Drummondville → EDMUNDSTON → FREDERICTON → GASPE Kentville → MONTMAGNY → NEWCASTLE → OKANAGAN VALLEY Portage La Prairie → PRINCE GEORGE → QUEBEC NORTH SHORE → RIMOUSKI → ST. STEPHEN → SOREL → SUMMERSIDE Trail-Nelson → VALLEYFIELD Victoriaville → WOODSTOCK 	<ul style="list-style-type: none"> → BRACEBRIDGE → BRIDGEWATER → CENTRAL VANCOUVER ISLAND → CRANBROOK → DRUMHELLER Galt Goderich → GRAND FALLS → KAMLOOPS Kitimat → LACHUTE- STE. THERESE → LINDSAY Listowel Medicine Hat → NORTH BAY → OWEN SOUND → PEMBROKE → PRINCE RUPERT → STE. AGATHE- ST. JEROME → ST. HYACINTHE → ST. JEAN St. Thomas → SAULT STE. MARIE Simcoe Stratford Swift Current → TRURO Walkerton Weyburn Woodstock-Ingersoll → YARMOUTH 	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 339, March issue.

Employment Situation in Local Areas

ATLANTIC



Employment in the Atlantic region showed a larger than seasonal increase between May and June; the number of persons with jobs in the region was estimated to be 533,000, an increase of 35,000 from the previous month and 29,000 from the previous year. All of the increase during the month occurred in non-farm industries; farm employment showed the usual decline with the completion of spring seeding.

The June increase in total employment was centred largely in outdoor activities. Logging, lumbering and construction were active during the month; these industries figured prominently in the year-to-year improvement. Employment gains in fishing, fish processing, trucking,

trade and service were about normal for the season. Mining was still a major source of weakness: temporary closures of from one to three weeks duration occurred at three of the Dominion Coal Company's mines in Sydney; iron ore mines at Bell Island, Newfoundland, were idle for one week.

Most of the 21 areas in the region registered sharp decreases in unemployment during the month. An exception was Sydney, which moved to a category denoting higher unemployment as a result of production cutbacks in the important coal mining industry. At the end of June, the area classification was as follows (last year's figures in brackets): in substantial surplus, 1 (9); in moderate surplus, 15 (12); in balance, 5 (0).

Local Area Developments

St. John's (metropolitan) was reclassified from Group 1 to Group 2. Unemployment remained considerably higher than the long-term average in this area, because of continuing weaknesses in mining and trade. Iron ore production reached a very low level during the month as the ore mines at Bell Island were closed for one week as part of a series of scheduled shutdowns resulting from reduced sales; close to 600 workers were released from No. 6 Mine at the end of April when it closed for an indefinite period. Manufacturing employment showed little change during the month and was somewhat lower than last year. Construction activity increased sharply during the month, reaching a much higher level than a year ago.

Halifax (metropolitan) remained in Group 2. Layoffs at the Halifax shipyards slowed the employment expansion in this area. Approximately 300 workers were involved in the layoff. Total employment was considerably higher than last year; all of the larger industries shared in the advance.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	June 1959	June 1958	June 1959	June 1958	June 1959	June 1958	June 1959	June 1958
Metropolitan.....	—	3	5	7	7	2	—	—
Major Industrial.....	1	10	15	13	10	3	—	—
Major Agricultural.....	—	2	4	4	10	8	—	—
Minor.....	—	12	27	36	31	10	—	—
Total.....	1	27	51	60	58	23	—	—

Corner Brook (major industrial) was reclassified from Group 1 to Group 2. Unemployment declined sharply in this area during June as a result of increased hirings in construction and logging. The local newsprint mill continued to operate on a reduced scale but stepped-up operations were expected to occur early in August.

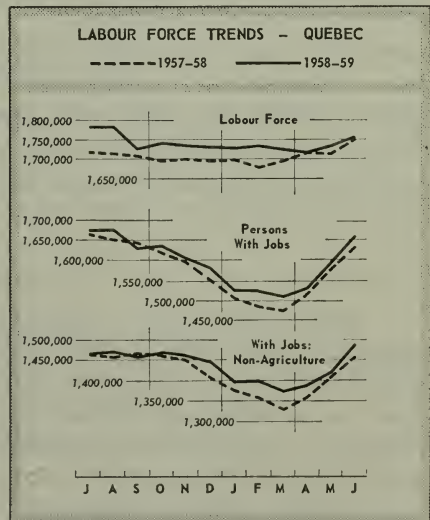
Sydney (major industrial) was reclassified from Group 2 to Group 1. Coal mining continued to be a major source of weakness but prospects appear to have improved: reports from the area indicated that the mines were scheduled to operate steadily for the remainder of the year, bringing to an end a series of periodic shutdowns that began early last summer. Recent orders at the local steel plant were expected to boost employment during the next few months. Steel output was expected to show a particularly sharp rise between June and August.

Charlottetown, Grand Falls, Bridgewater, Truro and Yarmouth (major agricultural and minor) were reclassified from Group 2 to Group 3.

Summerside, Bathurst, Campbellton, Edmundston, Fredericton, Newcastle, St. Stephen and Woodstock (minor) were reclassified from Group 1 to Group 2.

QUEBEC

Employment showed a further seasonal rise in the Quebec region between May and June as nonfarm industries continued to expand. At June 20, the number of persons with jobs was estimated at 1,660,000, an increase of some 66,000 from the previous month and 27,000 from a year earlier. The gains in nonfarm employment during the month were shared by most of the industry groups. Demand for loggers increased for the river drives and for summer cutting operations; employment was somewhat higher than in June 1958. Construction employment was maintained at much the same level as last year. The opening of the tourist season contributed largely to the rise in employment in the distributive industries.



Manufacturing showed further evidence of employment strengthening during June. The improvement was widespread and was most noticeable in the heavy industries: railway rolling stock, aircraft, shipbuilding and primary iron and steel provided most of the strength. Seasonal layoffs occurred in primary and secondary textiles but the general level of employment in these industries was higher than a year ago. Plants producing building materials were very active during the month. Employment in the aluminum industry showed a continuing slight improvement.

Unemployment declined further during the month and was considerably lower than last year at this time. Fifteen of the 24 labour market areas in the region were reclassified during the month, all to categories denoting lower unemployment. At the end of June, the area classification was as follows (last year's figures in brackets): in substantial surplus, 0 (11); in moderate surplus, 18 (13); in balance, 6 (0).

Local Area Developments

Montreal (metropolitan) was reclassified from Group 2 to Group 3. Unemployment declined markedly during the month as a result of increased job opportunities throughout the area. Seasonal employment gains occurred in service, construction, trade and finance. Manufacturing employment advanced considerably during the month as the result of an improvement in certain industries that were a major source of weakness earlier in the year. A notable example was aircraft manufacture, which was very active during June. Activity in the iron and steel products industry increased during the month to a slightly higher level than last year. The building materials industries were very active, reflecting the high volume of construction that is taking place.

Quebec-Levis (metropolitan) was reclassified from Group 1 to Group 2. Employment increased in Quebec during the month as construction and forestry became very active. Employment in the leather industry improved but textile plants showed virtually no change from the month before.

Farnham-Granby (major industrial) was reclassified from Group 2 to Group 3.

Lac St. Jean, Rouyn-Val d'Or and Shawinigan (major industrial) were reclassified from Group 1 to Group 2.

Rivière du Loup and Thetford Mines-Megantic-St. George (major agricultural) were reclassified from Group 1 to Group 2.

Gaspe, Montmagny, Rimouski, Quebec-North Shore, Sorel and Valleyfield (minor) were reclassified from Group 1 to Group 2.

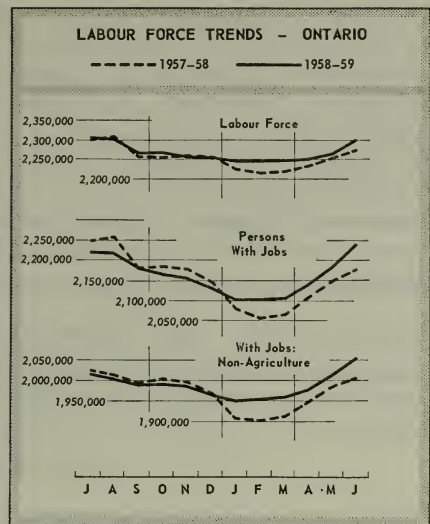
Lachute-St. Therese, St. Agathe-St. Jerome, St. Hyacinthe and St. Jean (minor) were reclassified from Group 2 to Group 3.

ONTARIO

The Ontario region experienced a more-than-seasonal rise in employment during the month. The number of persons with jobs at June 20 was estimated to be 2,239,000, an increase of 57,000 from the previous month and of 58,000 from the previous year. About three-quarters of the month-to-month increase occurred in non-agricultural industries. The rate of increase was considerably greater than during the past two years.

The June increase in economic activity was fairly widespread both industrially and geographically. Most labour market areas reported substantial

declines in unemployment and increased vacancies, resulting in some local shortages of skilled mechanical and construction workers. Gains in production and employment were particularly apparent in the durable goods producing industries. The iron and steel industries continued the upward movement that began in February, recovering most of the employment losses of the past two years. Steel-making operations remained at close to capacity levels; orders to steel mills were high as wholesalers and industrial consumers sought to build up their inventories. Extensive provincial and municipal road-building programs provided a further stimulus to the production of heavy road construction machinery. Export and domestic demand for farm machinery remained strong, although there were some seasonal layoffs in the second half of the month. Motor vehicle production recovered the ground lost in May; output in June rose by some 12 per cent and total production for the first half of the year was 13 per cent above last year's level. The construction industry as a whole was active, causing local shortages of bricklayers, first-class carpenters and experienced labourers. The increased activity was chiefly in highway construction and engineering and was offset in part by the drop in housing construction. Weaknesses persisted in aircraft production and in textiles.



Unemployment was greatly reduced during the month and was much below last year's level; the ratio of job seekers to the labour force was 2.6 per cent, compared with 4.1 per cent a year earlier. Seventeen of the 34 labour market areas in the region were reclassified during the month, all to categories denoting less unemployment. The area classification at the end of June was as follows (last year's figures in brackets): in substantial surplus, 0 (3); in moderate surplus, 7 (21); in balance, 27 (10).

Local Area Developments

Metropolitan Areas Reclassified from Group 2 to Group 3—Hamilton: Employment showed a substantial gain during the month, considerably exceeding last year's level. Shortages of skilled and semi-skilled labour appeared in many industries. The iron and steel industry was very active. However, a seasonal layoff of about 300 men occurred at the farm implement plant. **Toronto:** Improved economic conditions resulted in a sharp reduction in unemployment and an increase in job vacancies. Higher production levels in light manufacturing and food processing were responsible for most new hirings. Construction activity remained high; the value of building permits between January and May rose 6 per cent above last year's figure.

Metropolitan Areas with Classification Unchanged—Ottawa-Hull (Group 3): The heavy demand for labour continued, with shortages of farm and construction workers in prospect. The construction industry in Ottawa has reached record production levels. In the Hull area sawmills were operating at peak

capacity and the paper industry remained stable. *Windsor* (Group 2): Employment showed a marked increase over last year. There was fresh demand for labour, particularly in agriculture, and new hirings occurred in the automobile industry. An automobile manufacturer and a large food processing plant plan a significant expansion of their productive capacity.

Cornwall (major industrial) was reclassified from Group 1 to Group 2.

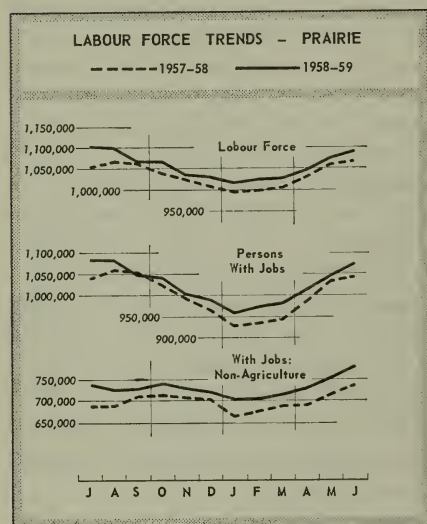
Brantford, Kingston, Niagara Peninsula, Oshawa, Peterborough and Sudbury (major industrial) were reclassified from Group 2 to Group 3.

Chatham (major agricultural) was reclassified from Group 2 to Group 3.

Brampton (minor) was reclassified from Group 1 to Group 2.

Bracebridge, Lindsay, North Bay, Owen Sound, Pembroke and Sault Ste. Marie (minor) were reclassified from Group 2 to Group 3.

PRAIRIE



Employment rose more than seasonally between May and June. Expansion in the non-agricultural work force more than offset the small decline in agriculture which is usual at this time of year. The total increase was estimated at 29,000, bringing the number employed to 1,073,000, an increase of 32,000 from June 1958.

At the end of June crop prospects were improved by nearly four inches of precipitation in the parts of the region most affected by drought earlier in the year. Manpower reductions took place on dry-land farms as seeding was completed, but these were nearly balanced by movements of workers to jobs in irrigated areas, where more labour is needed in the summer months.

A high level of farm cash income in the first quarter of this year added buoyancy to economic conditions in the region. Comparison with the same period in the last two years shows 1959 first-quarter cash receipts above 1958 by 5 per cent and above 1957 by 18 per cent. Receipts from field crops in 1959 were down 3 per cent from 1957 and up 10 per cent from 1958. First-quarter receipts from livestock sales, the other main source of income, were down fractionally in 1959 from 1958 but up 33 per cent from 1957.

Output of the petroleum industry in the first quarter of this year was also well ahead of the same period in 1958. Crude oil production was 9 per cent higher and natural gas jumped 41 per cent. But the number of oil-drilling rigs in operation was at times as much as 15 per cent below the year-earlier level, with an adverse effect on employment. In Alberta, the main producing area, average employment in the first quarter was down 6 per cent from last year. The number of geophysical crews was also reduced; only two-thirds of last year's number were in the field in June.

Widely distributed employment gains in almost all nonfarm industries raised nonfarm employment to 784,000: 31,000 more than the May figure and 49,000 more than in June 1958. Shortages of well-qualified, experienced tradesmen became more pronounced. Construction tradesmen, automotive mechanics, nurses and stenographers were in heavy demand. Metal mining was firm and the recall of woods workers continued. Summer help was needed in holiday industries such as motels, service enterprises in parks, and restaurants. Near the end of the month students completing their high school studies began to enter the labour force. In western Alberta they were able to obtain work in vacation establishments quite readily, but opportunities were less numerous farther east.

Unemployment declined in the month to well below last year's level. Eight of the 20 labour market areas in the region were reclassified to categories indicating reductions in unemployment, and at the end of June the area classification was as follows (last year's figures in brackets): in substantial surplus, 0 (1); in moderate surplus, 5 (7); in balance, 15 (12).

Local Area Developments

Calgary, Edmonton, Winnipeg (metropolitan) were reclassified from Group 2 to Group 3. Production of beverages and of food, particularly meat processing, was at a high level. Other manufacturing was strong and construction activity moved towards its seasonal peak.

Prince Albert, Red Deer (major agricultural) were reclassified from Group 2 to Group 3.

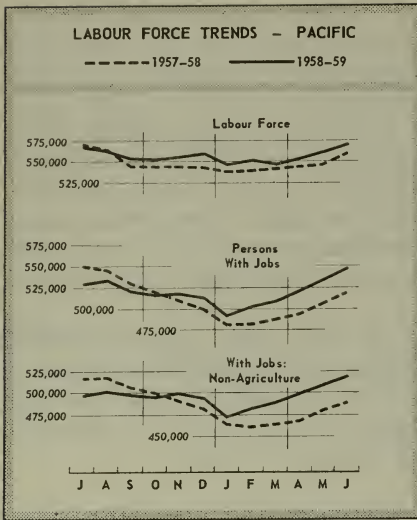
Drumheller (minor) was reclassified from Group 2 to Group 3. Unemployment was reduced by the general pick-up in construction and services and by an increase in oil drilling in the district. A number of coal miners laid off as a result of mine closures this spring were still experiencing difficulty in obtaining other work.

Dauphin, Dawson Creek (minor) were reclassified from Group 1 to Group 2.

PACIFIC

The first five months of this year were a period of high economic activity in the Pacific region. From the winter trough, employment rose by more than 8 per cent compared with 5 per cent in 1958, establishing new records. Although most major industries shared in the improved production and employment, gains were particularly pronounced in logging and sawmilling. The demand for lumber products frequently outstripped the supply. Construction activity as a whole kept pace with these developments, although residential construction had begun to level off in March.

This general trend continued in June. Labour demand in the region remained buoyant throughout most of the month. Employment in most industries was considerably above last year's level and job opportunities were continuously rising, resulting in labour shortages in a number of skilled and semi-skilled occupations. In mid-June, however, hirings dropped sharply as the chances of an early settlement of labour-management disputes diminished. As a result, total employment since mid-May has increased only seasonally,



with the number of persons with jobs at June 20 estimated at 548,000, some 14,000 higher than the previous month and about 28,000 higher than last year.

The uncertainty regarding the outcome of the prolonged wages negotiations was reflected primarily in the logging and lumbering industries. Although logging operations continued at a high level, the possibility of a strike had the effect of keeping hirings and turnover at a minimum. Manpower shortages did not develop to the extent expected last month. A similar situation prevailed in the sawmill industry, where, in addition, temporary interruptions in some areas were caused by impassable log roads and scattered industrial disputes.

Employment in mining increased during the month and qualified men were becoming scarce. Additional hirings occurred at the Kitimat and Trail smelters. Extensive exploration and development work was taking place on new mining properties. Total construction activity remained high although housing starts showed a slight decline from May.

Unemployment declined seasonally and was much lower than last year. Six of the 11 labour market areas in the region were reclassified during the month, all to categories denoting less unemployment. At the end of June, the area classification was as follows (last year's figures in brackets): in substantial surplus, 0 (3); in moderate surplus, 6 (7); in balance, 5 (1).

Local Area Developments

Vancouver-New Westminster (metropolitan) remained in Group 2. Economic activity continued high but development was hampered by strikes and strike preparations. Operations in the woods products industry increased over the month although hiring fell off as employers awaited the outcome of the wage negotiations. Fishermen and shore workers were preparing for strike action. Construction continued very active, absorbing all available tradesmen and causing shortages in a number of construction occupations. A strike of steel erectors on June 23 tied up several major projects.

Victoria (major industrial) remained in Group 2. The employment situation continued to improve. Logging operations proceeded at a normal pace. Construction activity remained high but home construction continued to lag behind last year.

Cranbrook, Central Vancouver Island, Kamloops, Prince Rupert (minor) reclassified from Group 2 to Group 3.

Okanagan Valley, Prince George (minor) were reclassified from Group 1 to Group 2.

Current Labour Statistics

(Latest available statistics as of July 10, 1959)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	June 20	6,287,000	+ 1.6	+ 1.4
Persons with jobs.....	June 20	6,053,000	+ 3.4	+ 3.0
Agriculture.....	June 20	731,000	+ 1.0	- 1.2
Non-Agriculture.....	June 20	5,322,000	+ 3.8	+ 3.6
Paid Workers.....	June 20	4,899,000	+ 4.3	+ 4.2
Usually work 35 hours or more.....	June 20	5,691,000	+ 4.1	+ 3.1
At work 35 hours or more.....	June 20	5,363,000	+ 3.5	+ 3.1
At work less than 35 hours, or not at work due to short time and turnover...	June 20	58,000	- 7.9	- 25.7
for other reasons.....	June 20	256,000	+27.4	+ 12.8
Not at work due to temporary layoff....	June 20	14,000	-30.0	- 12.5
Usually work less than 35 hours.....	June 20	362,000	- 6.2	- 1.4
Without jobs and seeking work.....	June 20	234,000	-30.0	- 27.8
Registered for work, NES (b)				
Atlantic.....	June 18	41,300	-52.7	- 39.2
Quebec.....	June 18	98,600	-50.7	- 41.4
Ontario.....	June 18	104,300	-36.0	- 37.0
Prairie.....	June 18	39,500	-48.0	- 33.4
Pacific.....	June 18	37,200	-37.3	- 43.4
Total, all regions.....	June 18	320,900	-45.2	- 39.1
Claimants for Unemployment Insurance benefit.....	May 29	279,431	-54.3	- 49.3
Amount of benefit payments.....	May	\$40,446,281	-32.6	- 21.7
Industrial employment (1949 = 100).....	April	115.6	+ 1.7	+ 0.9
Manufacturing employment (1949 = 100).....	April	109.4	+ 0.9	+ 0.6
Immigration.....	1st Qtr. 1959	16,955	—	- 20.2
Destined to the labour force.....	1st Qtr. 1959	8,056	—	- 23.0
<i>Conciliation Services</i>				
Number of cases in progress.....	March	761	+11.3	- 2.2
Number of workers involved.....	March	132,156	+ 6.3	- 46.2
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	June	43	+34.4	+ 7.5
No. of workers involved.....	June	8,432	+57.3	+ 7.5
Duration in man days.....	June	57,320	- 5.8	- 46.2
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	April	\$73.26	+ 0.9	+ 4.1
Average hourly earnings (mfg.).....	April	\$1.72	—	+ 3.6
Average hours worked per week (mfg.).....	April	40.7	+ 1.0	+ 0.7
Average weekly earnings (mfg.).....	April	\$ 70.02	+ 0.9	+ 4.1
Consumer price index (av. 1949 = 100).....	June	125.9	+ 0.2	+ 0.6
Real weekly earnings (mfg. av. 1949 = 100)....	April	133.8	+ 1.0	+ 4.0
Total labour income.....\$000,000	April	1,395	+ 1.8	+ 7.0
<i>Industrial Production</i>				
Total (average 1949 = 100).....	May	165.2	+ 2.0	+ 6.6
Manufacturing.....	May	150.6	+ 2.9	+ 5.9
Durables.....	May	153.3	+ 3.2	+ 5.1
Non-Durables.....	May	148.4	+ 2.8	+ 6.7

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 339, March issue.

(b) See page 339, March issue.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

The cessation of the prolonged strike at the Polymer Corporation highlighted the collective bargaining scene in eastern Canada during June. On the West Coast, a loggers' strike developed early in July and an unsettled situation exists in the fishing industry, among structural steel workers, and in coastal navigation. The United Steelworkers of America is currently engaged in several important negotiations: a settlement was reached between this union and Noranda Mines during June, and negotiations are now underway with the Dominion Bridge Company affecting its plants across the country.

A strike of some 27,000 British Columbia coastal woodworkers began on July 5, following prolonged negotiations between the **International Woodworkers of America** and 138 companies engaged in logging and the processing of lumber. The bargaining agency for the 138 companies is **Forest Industrial Relations Limited**. The collective agreement between the companies and the IWA is known as the master agreement and has industry-wide application. However, each company has a separate agreement with the union which is a copy of the master agreement, along with an attached wage supplement applicable to wage rates in the operation concerned. The coastal area to which the master agreement applies is that part of the province west of the summit of the Cascade Mountains, including all of Vancouver Island, the Queen Charlotte Islands and the mainland region from the international boundary in the south to the Alaska border in the north.

A government-sponsored strike ballot was conducted on June 27 and it is reported that some 20,000 of the 27,000 eligible employees voted, and that 90 per cent of the vote favoured strike action if necessary. The union rejected the majority report of the conciliation board that reported on June 15. The union's demands include a 20-per-cent increase on the present base rate of \$1.72 an hour, an upward revision of all tradesmen's rates, the implementation of a job evaluation plan in the plywood plants, an additional statutory holiday (making nine altogether), and provision in the agreement to apply all wages and conditions of the master agreement where part of an operation is contracted or subcontracted.

In supporting its demands for improved wages and working conditions, the union in its submission to the board of conciliation laid considerable stress on what it claimed was the improved condition of the lumber industry in 1958 compared with 1957. The union said that orders had risen, production was up, there was an increased backlog of orders, and prices were advancing. The union rejected the argument that wage increases would force the industry out of competitive foreign markets; it held that the rapid implementation of more efficient techniques would both increase the workers' productivity and reduce the number of workers required. It countered the employers' claim that the U.S. market is precarious by pointing to "the tremendous boom in housing starts in the United States."

The employers offered an increase of 7 cents an hour during the first year and a further 5 cents an hour during the second year of a two-year agreement, with an extra 6 cents an hour for tradesmen. They also proposed that the rate charged employees for board and lodging in camp boarding houses should be increased from \$2.50 to \$4 a day. The employers rejected the union's wage proposal on the ground that such wage increases would seriously undermine the industry's competitive position in foreign markets. Altogether, the industry exports some 70 per cent of its annual production and claims that it has already suffered serious setbacks abroad as a result of the influence of the high Canadian wage levels on the prices of Canadian lumber exports. It was stated that the B.C. Coast lumber industry must now depend on the American market as its principal buyer. The submission to the board of conciliation said that although 41 per cent of shipments went to the United States and the American market was "of supreme importance to us," the Americans were not dependent on this source, since less than 3 per cent of their total requirements came from the Canadian West Coast. "If for any reason our shipments could not reach the U.S. hardly a ripple would result in the American lumber market," the submission claimed. At the time of writing, the work stoppage was still underway.

Uncertainty in the British Columbia fishing industry resulting from a report by the Director of Investigation and Research under the federal Combines Investigation Act has been cleared up by an amendment to that Act passed at the last session of Parliament. The amendment exempts collective bargaining between the **Fisheries Association of B.C.** and the **United Fishermen and Allied Workers' Union** from the operation of the Act until the end of 1960.

The Fisheries Association, representing a number of fish-canning companies in the province, was reluctant to engage in bargaining with the Union over the price to be paid to fishermen for salmon and herring until the legal status of these negotiations was cleared up. It is expected that bargaining between the parties will now get underway.

A large volume of construction is reported to have been held up as a result of a strike by members of the **International Association of Bridge, Structural and Ornamental Iron Workers** affecting a number of firms in Vancouver and district. The strike began on June 23 to back up demands for pay increases. Only 97 workers are directly involved in the work stoppage.

West Coast industrial relations are further complicated by a strike affecting the **Northland Navigation Company** which was called on June 26 by the **National Association of Marine Engineers** in support of demands for higher wages. It is reported that the engineers are seeking a 20-per-cent increase in their current wage scale, which ranges upwards from \$330 a month. The strike tied up the 11 vessels owned by the company, which are reported to supply the only regular scheduled freight service to numerous communities along the coastline. The situation was confused by the fact that while the company obtained an injunction to prohibit picketing by the Marine Engineers, no longshoremen turned up to work because their union, the International Longshoremen's and Warehousemen's Union, supported the strike and in turn put up their picket lines, which have since been barred by another court injunction. On the other hand, the Seafarers' International Union has not supported the strike and the ships' crews have not observed the picket lines.

The 96-day strike involving the **Polymer Corporation** in Sarnia, Ont., and the **Oil, Chemical and Atomic Workers International Union** was settled on June 23, following conciliation by Eric Taylor, who was appointed by the federal Department of Labour as an industrial inquiries commissioner. The strike began on March 18 and affected some 1,600 workers. The resulting collective agreement will last for one year, expiring June 23, 1960. The settlement included a 9-cent increase to all hourly paid workers with retroactive pay reported to be 6 cents an hour extending from January 1 to the date the strike started (March 18), with the provision that no person was to receive more than \$28 in back pay. There is provision for three weeks vacation after 10 years continuous service, to come into effect in 1960. Shift differential is to be increased by 1 cent for the afternoon shift and 2 cents for the night shift. The union agreed to the management request that the agreement be modified to give the employer freedom to contract out work as required without interfering with the rights of employees; a guarantee is included that such contracting out will not cause layoffs.

Noranda Mines and the **United Steelworkers of America** reached a settlement on June 19 without the services of a conciliation board. The settlement terms include a 1½-per-cent wage increase effective from the date of signing, with a minimum increase of 3 cents an hour, followed by a 2½-per-cent increase a year later with a minimum of 5 cents an hour. It is reported that the labour rate under the new agreement, following the first increase, will be \$1.55 an hour, with the rate for miners \$1.97 and the top trade rate \$2.17. The addition of Good Friday brings the total number of paid holidays to six a year. The agreement also includes improved benefits under the sickness and accident benefit plan, increased employer contributions to the medical insurance plan, and liberalized provisions under the savings and pension plan.

Nation-wide negotiations are currently underway between the **Dominion Bridge Company** and the **United Steelworkers of America**. Plants affected are located in Lachine, Ottawa, Toronto, Sault Ste. Marie, Winnipeg, Calgary and Edmonton. In an effort to co-ordinate negotiations, the union is reported to have reached an understanding that no one local will sign with the

company until settlement terms have been worked out at all locations. In each case negotiations have reached or are soon expected to reach the conciliation stage. A strike involving the same union and the John Inglis Company plant in Toronto followed the rejection by the union negotiating committee of the majority report of the conciliation board. It is reported that the union asked for a wage increase of 35 cents an hour over three years; the majority report recommended a three-year agreement with increases totalling 17 cents over the three years plus 1 cent for inequities. It is also reported that the Co-operative Wage Study program, advanced by the union, is a major issue in this dispute. The company had earlier agreed to the job description phase of the program but is now said to find it too costly for their operations. Meanwhile, negotiations continue between the Steelworkers and the **Dominion Steel and Coal Corporation** in Sydney, N.S., where the union is seeking a wage increase of 7 cents an hour to gain wage parity with the Steel Company of Canada in Hamilton and the Algoma Steel Corporation in Sault Ste. Marie.

The Co-operative Wage Study program mentioned above is reported to be emerging as a major bargaining issue in negotiations involving the Steelworkers. It is said to be effective at present for some 82 local unions in Canada covering 40,000 workers. The program is a union-management plan for the evaluation and classification of jobs in the bargaining unit according to established criteria set out in the CWS manual. When all the jobs have been evaluated, each one is placed in one of the job classes and a differential in terms of cents per hour is established between each job class. One issue in bargaining over CWS has been the union's request that the cents-per-hour differential between job classes be increased. CWS has been reported as an issue in negotiations at the John Inglis Company and at American Standard Products, both in Toronto, while an agreement recently reached between the Steelworkers and Robertson-Irwin Limited in Hamilton, Ont., included an understanding that by April 1, 1960, the CWS plan would be established with a base rate of \$1.75 and a differential between job classes of 4 cents.

Collective Bargaining Scene

Agreements covering 500 or more workers, excluding agreements
in the construction industry

Part I—Agreements Expiring During July, August and September 1959

(Except those under negotiation in June)

Company and Location	Union
Atlantic Sugar Refineries, Saint John, N.B.	Bakery Wkrs. (AFL-CIO/CLC)
Automatic Electric (Can.), Brockville, Ont.	Int. Union Electrical Wkrs. (AFL-CIO/CLC)
Bell Telephone, company-wide (chiefly Ont. and Que.)	Cdn. Telephone Empl. Assoc. (Ind.) (crafts and services)
Bell Telephone, company-wide (chiefly Ont. and Que.)	Traffic Empl. Assoc. (Ind.)
Bell Telephone, company-wide (chiefly Ont. and Que.)	Cdn. Telephone Empl. Assoc. (Ind.) (clerical empl.)
Bell Telephone, company-wide (chiefly Ont. and Que.)	Cdn. Telephone Empl. Assoc. (Ind.) (equipment salesmen)
Bicroft Uranium Mines, Bancroft, Ont.	Steelworkers (AFL-CIO/CLC)
Bindery Room Employers, Toronto, Ont.	Bookbinders (AFL-CIO/CLC)
Canadian Marconi, Montreal, Que.	Salaried Empl. Assoc. (Ind.)
Consumers Glass, Montreal, Que.	Glass Bottle Blowers (AFL-CIO/CLC)
Continental Can, New Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
de Havilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Distillers Corp., Ville LaSalle, Que.	Distillery Wkrs. (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Glass, Ceramic Wkrs. (AFL-CIO/CLC)
Duplate Canada, Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Northspan Uranium Mines, Elliot Lake, Ont.	CLC-chartered local
Pacific Press, Vancouver, B.C.	Typographical Union (AFL-CIO/CLC)
Saskatchewan Government, Regina, Sask.	Civil Service Assoc. (Sask.) (CLC)
Saskatchewan Wheat Pool, Regina, Sask.	Wheat Pool Empl. Assoc. (Ind.)
Trans Canada Air Lines, company-wide	Air Line Pilots (Ind.)

Part II—Negotiations in Progress During June

Bargaining

Company and Location	Union
Algom Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
L'Association Patronale des Hospitaliers, Quebec, Que.	Services Fed. (CCCL) (female)
L'Association Patronale des Hospitaliers, Quebec, Que.	Services Fed. (CCCL) (male)
B.C. Electric, Vancouver, B.C.	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Cab companies (various), Vancouver, B.C.	Teamsters (CLC)
Can. Cement, Montreal, Que.	Cement Wkrs. (AFL-CIO/CLC)
Cdn. Acme Screw & Gear, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Broadcasting Corp., company-wide	Stage Empl., Moving Picture Operators (AFL-CIO/CLC)
Cdn. General Electric, Montreal, Que.	Int. Union Electrical Wkrs. (AFL-CIO/CLC)
Cdn. Pacific Airlines, Vancouver, B.C.	Machinists (AFL-CIO/CLC)
City of Edmonton, Edmonton, Alta.	Nat. Union Public Empl. (CLC) (outside empl.)
City of Edmonton, Edmonton, Alta.	Nat. Union Public Empl. (CLC) (clerical empl.)
City of Edmonton, Edmonton, Alta.	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Cluett, Peabody, Stratford, Ont.	Clothing Wkrs. (AFL-CIO/CLC)
Consolidated Paper Corp., Les Escoumins, Que.	Pulp, Paper Wkrs. (CCCL)
Consumers' Gas, Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Dom. Bridge, Vancouver, B.C.	Bridge, Structural Wkrs. (AFL-CIO/CLC)
Dom. Steel & Coal Corp., Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Mine Wkrs. (Ind.)
Dom. Wabana Ore, Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Donohue Bros. Clermont, Que.	Carpenters (AFL-CIO/CLC)
Dress Mfrs.' Guild, Toronto, Ont.	Int. Ladies' Garment Wkrs. (AFL-CIO/CLC)
Electric Tamber & Equipment, Montreal, Que.	Int. Union Electrical Wkrs. (AFL-CIO/CLC)
Fairey Aviation, Dartmouth, N.S.	Machinists (AFL-CIO/CLC)
Fish canning cos. (various), B.C. coast	United Fishermen (Ind.) (fishermen)
Fraser Companies, Cabano, Que.	Cath. Union of Farmers (Ind.)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Bro. RR Transport, General Wkrs. (CLC)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Bro. RR Transport, General Wkrs. (CLC)
Hotel Empress (CPR), Victoria, B.C.	Bro. RR Transport, General Wkrs. (CLC)
Hotel Vancouver (CNR & CPR), Vancouver, B.C.	Bro. RR Transport, General Wkrs. (CLC)
John Murdock, St. Raymond, Que.	Cath. Union of Farmers (Ind.)

Company and Location

New Brunswick Telephone, New Brunswick
 Manitoba Rolling Mill, Selkirk, Man.
 Norton Company, Chippawa, Ont.
 Okanagan Federated Shippers Assoc., Kelowna,
 B.C.
 Pulp and paper mills (various), B.C.
 Rowntree Co., Toronto, Ont.
 St. Raymond Paper, Desbiens, Que.
 Taverns & hotels (various), Toronto, Ont.
 Walter M. Lowney, Montreal, Que.

Union

Bro. Electrical Wkrs. (AFL-CIO/CLC)
 Steelworkers (AFL-CIO/CLC)
 Chemical Wkrs. (AFL-CIO/CLC)
 Okanagan Fed. of Fruit & Vegetable Wkrs.
 (CLC)
 Pulp, Sulphite Wkrs. (AFL-CIO/CLC)
 Retail Wholesale Wkrs. (AFL-CIO/CLC)
 Cath. Union of Farmers (Ind.)
 Hotel, Restaurant Empl. (AFL-CIO/CLC)
 Bakery Wkrs. (AFL-CIO/CLC)

Conciliation Officer

Aluminum Co. of Can., Kingston, Ont.
 L'Assoc. Patronale du Commerce, Quebec, Que.
 Atlas Asbestos, Montreal, Que.
 Automobile dealers (various), Vancouver, B.C.
 Communauté des Soeurs de Charité de la Pro-
 vidence, Montreal, P.Q.
 Dunlop Canada, Toronto, Ont.
 Hamilton Cotton, Hamilton, Ont.
 Hamilton General Hospitals, Hamilton, Ont.
 Int. Harvester, Chatham, Ont.
 Normetal Mining, Normetal, Que.
 Price Bros., Kenogami, Que.
 Quement Mining, Noranda, Que.
 Trans Canada Air Lines, Montreal, Que.

Steelworkers (AFL-CIO/CLC)
 Commerce Empl. (CCCL)
 Asbestos Wkrs. (CLC)
 Machinists (AFL-CIO/CLC)
 Services Fed. (CCCL)
 Rubber Wkrs. (AFL-CIO/CLC)
 Textile Wkrs. Union (AFL-CIO/CLC)
 Nat. Union Public Empl. (CLC)
 Auto Wkrs. (AFL-CIO/CLC)
 Steelworkers (AFL-CIO/CLC)
 Cath. Union of Farmers (Ind.)
 Steelworkers (AFL-CIO/CLC)
 Machinists (AFL-CIO/CLC)

Conciliation Board

British Rubber, Lachine, Que.
 Cdn. Industries, Millhaven, Ont.
 Cdn. Pacific Railway (Western Region) Mont-
 real, Que.
 Cdn. Pacific Railway (Eastern Region) Mont-
 real, Que.
 City of Calgary, Alta.
 City of Hamilton, Hamilton, Ont.
 Crane Ltd., Montreal, Que.
 Dom. Bridge, Lachine, Que.
 Dom. Textile, Montmorency, Magog, Sherbrooke,
 Drummondville, Que.
 Dom. Textile, Montreal, Que.
 Fish canning companies (various), B. C. coast
 Fish canning companies (various), B.C. coast
 Fry-Cadbury, Montreal, Que.
 Garment Mfrs.' Assoc. of Western Canada, Win-
 nipeg, Man.
 John Inglis, Toronto, Ont.
 Lumber companies (various), B.C. coast
 Miner Rubber, Granby, Que.

CLC-chartered local
 Oil, Chemical Wkrs. (AFL-CIO/CLC)
 Trainmen (AFL-CIO/CLC)
 Trainmen (AFL-CIO/CLC)
 Nat. Union Public Empls. (CLC)
 Nat. Union Public Empls. (CLC)
 Steelworkers (AFL-CIO/CLC)
 Steelworkers (AFL-CIO/CLC)
 Textile Wkrs. (CCCL)
 United Textile Wkrs. (AFL-CIO/CLC)
 United Fishermen (Ind.) (cannery wks.)
 United Fishermen (Ind.) (salmon tendermen)
 Bakery Wkrs. (AFL-CIO/CLC)
 Clothing Wkrs. (AFL-CIO/CLC)
 Steelworkers (AFL-CIO/CLC)
 Woodworkers (AFL-CIO/CLC)
 CLC-chartered local

Post Conciliation Bargaining

(no cases this month)

Arbitration Board

Metro. Board of Commissioners of Police,
 Toronto, Ont.

Metro. Police Assoc. (Ind.)

Work Stoppage

(no cases this month)

Part III—Settlements Reached During June 1959

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

B. F. Goodrich, Kitchener, Ont.—Rubber Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 1,100 empl.—7½¢-an-hr. general increase, and ½¢-an-hr. to cover job inequities.

Can. Iron Foundries, Three Rivers, Que.—Moulders (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—7¢-an-hr. general wage increase retroactive to May 1, 1959 and 9¢-an-hr. eff. May 1, 1960.

Cdn. Car & Foundry, Montreal, Que.—RR Carmen (AFL-CIO/CLC): 2-yr. agreement covering 1,200 empl.—5¢-an-hr. wage increase retroactive to Oct. 1, 1958, 10¢-an-hr. increase, June 4, 1959, and 6¢ on October 1, 1959; 3 weeks paid vacation after 3,000 accredited work days (formerly 3 weeks after 3,125), and 4 weeks vacation after 5,000 work days (formerly 4 weeks after 6,000 days); 2 days bereavement leave.

Cdn. Cottons, Cornwall & Hamilton, Ont.—Textile Wkrs. Union (AFL-CIO/CLC): agreement covers 2,100 empl.—5¢-an-hr. general increase; 1 additional statutory holiday to make 7.

Cdn. Nat. Railways, North Sydney, N.S.—Int. Assoc. Longshoremen (CLC): 3-yr. agreement eff. July 1, 1958—4¢-an-hr. general wage increase retroactive to July 1, 1958, 26¢-an-hr. increase July 1, 1959, and 2¢ Jan. 1, 1960, bringing rate to \$1.83; work day reduced from 10 to 8 hrs., making 40-hour week; call system to be reduced by giving 50% of empl. full employees' status.

Cdn. Sugar Factories, Raymond, Alta.—CLC-chartered locals: 1-yr. agreement eff. July 1, 1959 covering 700 empl.—5¢-an-hr. wage increase for 200 permanent empl., and 2¢-an-hr. for approx. 500 casual empl. during peak season; 3 weeks paid vacation after 8 yrs. (formerly after 10 yrs.)

Cdn. Vickers, Montreal, Que.—4 unions (AFL-CIO/CLC): 2-yr. agreement eff. March 6, 1959 covering 500 empl.—4¢-an-hr. wage increase retroactive to March 26, 1959, 1¢ June 26, 1959, and 7¢ November 1, 1959; reduction in hrs. on July 29, 1960 from 42½ to 41½ hrs. a wk.; 3 weeks paid vacation after 15 years for 1960 vacations (formerly no 3-wk. vacations); triple pay on statutory holidays.

City of Winnipeg, Man.—Nat. Union Public Service Empl. (CLC): 1-yr. agreement eff. April 1, 1959 covering 3,000 empl.—5% wage increase retroactive to April 1, 1959, and 2% increase Oct. 1, 1959.

Courtaulds (Can.), Cornwall, Ont.—Textile Wkrs. Union (AFL-CIO/CLC): 1-yr. agreement covering 1,400 empl.—5¢-an-hr. general wage increase, plus additional 6¢ for skilled tradesmen; 7¢ for janitors; 3¢-an-hr. increase for afternoon shift wkrs. and 4¢ for midnight shift wkrs.; improved pension plan.

Dairies (various), Toronto, Ont.—Teamsters (CLC): 1-yr. agreement covering 1,700 empl.—\$2-a-wk. general wage increase.

David & Freres, Montreal, Que.—Empl. Assoc. (Ind.): 1-yr. agreement covering 700 empl.—new base rate of \$1.13-an-hr. (formerly 99¢) for male empl. after 6 mos. service and female empl. after 1 yr.; 3 wks. paid vacation after 11½ yrs. service (formerly after 13 yrs.).

Dominion Rubber, St. Jerome, Que.—CLC-chartered local: 2-yr. agreement covering 1,000 empl.—2% general wage increase retroactive to Jan. 1, 1959, 3¢ increase Jan. 1, 1960; 3 wks. paid vacation after 11 yrs. service (formerly after 15 yrs.), 4 wks. after 25 yrs. (formerly no 4-wk. vacations).

Hotel Licensees, Edmonton, Alta.—Hotel, Restaurant Empl. (AFL-CIO/CLC): 2-yr. agreement eff. Jan. 1, 1959 covering 400 empl.—6¢-an-hr. increase for tapmen retroactive to Jan. 1, 1959, and 2¢-an-hr. increase July 1, 1959; 4¢-an-hr. wage increase for waiters retroactive to Jan. 1, 1959, and 2¢-an-hr. July 1, 1959.

Heinz Co., Leamington, Ont.—Packinghouse Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 1,400 empl.—7¢-an-hr. general wage increase retroactive to February 1, 1959, 7¢ Feb. 1, 1960; 4 wks. paid vacation after 25 yrs. service (formerly no 4-wk. vacations); 1¢-an-hr. increase in night shift premium retroactive to Feb. 1, 1959; 100% employer contribution to hospital and medical plan (formerly 50% employer contribution).

Hyde Park Clothes, Montreal, Que.—Clothing Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—5¢ to 10¢-an-hr. wage increase, depending on qualifications; 1 additional statutory holiday to make 6.

Montreal Dress Manufacturers' Guild, Montreal, Que.—Int. Ladies' Garment Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 8,000 empl.—sick benefits to include maternity.

Noranda Mines, Noranda, Que.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 1,800 empl.—1½% (with 3¢ minimum) increase 1959, 2½% (with 5¢ minimum) 1960; 1 additional holiday to make 6; sickness indemnity \$35 a wk. (formerly \$30) for 13 wks.; \$3-a-mo. employer medical plan contribution.

Polymer Corp., Sarnia, Ont.—Oil, Chemical Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 1,600 empl.—6¢-an-hr. (maximum \$28) retroactive increase, 9¢-an-hr. increase June 1959.

R.C.A. Victor, Montreal, Que.—Int. Union Electrical Wkrs. (AFL-CIO/CLC): 2-yr. agreement eff. March 30, 1959 covering 435 empl.—6¢-an-hr. general increase retroactive to March 30, 1959, 6¢ April 1, 1960.

Sangamo Company, Leaside, Ont.—Machinists (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—5½¢-an-hr. increase for day wkrs. and 7¢-an-hr. for incentive wkrs. on June 13, 1959, 4.9¢ increase for day wkrs. and 6½¢ for incentive wkrs. on Jan. 23, 1960.

Scott Clothing, Longueuil, Que.—Empl. Assoc. (Ind.): 1-yr. agreement covering 500 empl.—employer contribution to pension plan increased to 7¢-an-hr. (formerly 6¢).

Steep Rock Iron Mines, Steep Rock Lake, Ont.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—3½¢-an-hr. general increase June 1, 1959; 7¢ July 1, 1960; 8¢ July 1, 1961; improved life insurance and sickness indemnity.

Steinbergs, Montreal, Que.—Empl. Protective Assoc. (Ind.): 1-yr. agreement covering 3,000 empl.—\$2 to \$5-a-wk. wage increase depending on classification; 1 additional holiday to make 8.

Toronto General Hospital, Toronto, Ont.—Building Service Empl. (AFL-CIO/CLC): agreement expiring Dec. 31, 1960, covering 1,000 empl.—\$8-a-wk. general increase June 1, 1959 and \$7 on January 1, 1960; 40-hr. wk. (reduced from 44) August 1, 1959.

Trans Canada Air Lines, Montreal, Que.—Empl. Assoc. (Ind.): 2-yr. agreement covering 1,600 empl. in sales dept.—3% wage increase eff. July 1, 1959 and 5% January 1, 1960.

Vancouver General Hospital, Vancouver, B.C.—Nat. Union Public Empl. (CLC): 2-yr. agreement eff. July 1, 1959 covering 1,200 empl.—7% general wage increase July 1, 1959 and 4% July 1, 1960.

Late Report: May Settlement

Dunlop Canada, Whitby, Ont.—Rubber Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—6¢-an-hr. general increase on May 1, 1959 and additional 5¢-an-hr. for skilled wkrs., and 1¢-an-hr. shift premium increase; 7¢-an-hr. general increase May 1, 1960 plus 2¢ shift premium increase.

NOTES OF CURRENT INTEREST

Labour Minister Starr Awarded Employment Security Citation

An award for his "outstanding contribution in the field of employment security in Canada" was presented to Hon. Michael Starr, Minister of Labour, at the 46th annual meeting of the International Association of Personnel in Employment Security, held in Boston last month.

The award was in the form of a scroll. Mr. Starr was selected for the award by the IAPES Citation Committee for his "interest in employment security, his energetic follow-up on plans to promote it and a spectacular rise in the morale and interest of all those engaged in employment activities".

The Committee also noted that last year Mr. Starr called a nation-wide conference to study Canada's winter unemployment problems.

New Brunswick Eighth Province To Join Hospital Insurance Plan

New Brunswick on June 27 became the eighth province to enter into an agreement with the federal Government under the Hospital Insurance and Diagnostic Services Act. In a ceremony at Ottawa, the Minister of National Health and Welfare, the Hon. J. Waldo Monteith, and New Brunswick's Minister of Health and Social Services, the Hon. J. F. McInerney, signed a document authorizing commencement of the province's hospital insurance plan on July 1.

As outlined in the agreement, New Brunswick's plan will be operated by a Hospital Services Commission and will provide comprehensive hospital services for every resident of the province. In addition to the basic list of services to patients in hospital required by the federal Act, the plan embodies a broad range of out-patient services. These include laboratory procedures as specified by the Commission and furnished by the Provincial Laboratory, services for emergency diagnosis and treatment of injuries resulting from accidents, diagnostic and treatment services required for medical rehabilitation, and other diagnostic and treatment services as specified by the Commission.

The federal Government will share in the cost of the New Brunswick plan accord-

ing to a formula which authorizes federal assumption of 50 per cent of costs on a national basis. The provincial share will be derived from premiums. Administration will be handled by a Hospital Services Commission under the chairmanship of Dr. McInerney.

With New Brunswick's entry, the hospital insurance program now encompasses all but two provinces. British Columbia, Alberta, Saskatchewan, Manitoba and Newfoundland began operations on July 1, 1958; plans in Ontario and Nova Scotia came into being on January 1, 1959.

U.S. Government Urged to Help Older Workers Stay on Job

The United States Government was urged by Charles E. Odell, Director of the Retired Workers' Department of the United Automobile Workers, to exert more effort towards making it possible for those who are willing and able to work to do so, to make pension rights continuous from job to job, and to educate workers to accept retirement.

Speaking in Washington last month before the Senate Sub-Committee on the Ageing, Mr. Odell asserted that organized labour was not responsible for mandatory retirement clauses in negotiated contracts.

"Once you get a pension plan," said Mr. Odell, "management insists on such clauses. When pension plans are initiated, actuaries like a system on which it is possible for them to compute costs rather than get the maximum economy return on the business dollar."

CLC's Donald MacDonald Given Honorary Doctorate of Laws

The honorary degree of Doctor of Laws was conferred on Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress, by St. Francis Xavier University, Antigonish, N.S., at its 106th Commencement on May 20.

The citation, read by Msgr. M. J. McKinnon, Executive Vice-President of the University, referred to Mr. MacDonald as "a dedicated and impeccably honest labour leader, a man of vision and conviction".

CLC Suspends Seafarers' Union For Raiding Marine Engineers

The Seafarers' International Union was suspended by the Canadian Labour Congress on June 18. The announcement by CLC President Claude Jodoin said the suspension decision was based on action of the SIU in raiding the National Association of Marine Engineers, another CLC affiliate.

In a letter to Hal Banks, Vice-President in Canada of the SIU, the CLC said:

"At its meeting on April 29, 1959, the Executive Council of the Canadian Labour Congress received a report regarding the complaint filed with the Congress by the National Association of Marine Engineers, an affiliate of the Congress, on October 27, 1958, and again on February 9, 1959. As you know, a full inquiry of this complaint was made by the Congress and representatives of your union and of the National Association of Marine Engineers were accorded hearings before officers of the Congress on November 24, 1958, the Executive Committee of the Congress on February 27, 1959, and the Executive Council itself on April 29, 1959.

"After fully considering the report of the respective hearings and of the full inquiry made, the Executive Council, by unanimous vote, adopted the following resolution on April 29, 1959:

That the Seafarers' International Union withdraw immediately from any organizing campaigns in the jurisdiction of the National Association of Marine Engineers, that it restore to the National Association of Marine Engineers all collective agreements covering employees within the latter's jurisdiction, and that unless the Seafarers' International Union demonstrates co-operation with this decision within 30 days of notification, it shall stand suspended by order of the Executive Council of the Canadian Labour Congress.

"At a meeting held in Montreal on May 28, 1959, attended by you, International President Paul Hall of the SIU, General Vice-President Frank Hall of the CLC and myself, this decision was conveyed to you orally and you confirmed that the Canadian District of the SIU was prepared to comply with all requirements of the CLC Constitution. The actions of your union since that time created serious doubts as to whether this assurance was genuine. You were therefore asked to appear before the Congress Executive Committee.

"In view of the position taken by you before the Executive Committee in which you emphatically stated your refusal to abide by the decision of the Executive

Council, the Seafarers' International Union stands suspended from affiliation with the Canadian Labour Congress."

The SIU may appeal its suspension to the next CLC convention at Montreal in April 1960, which can confirm the suspension and order expulsion or reinstate the union.

Since formation of the CLC in 1956, two affiliates have been suspended and subsequently expelled for raiding activities (L.G., June 1958, p. 588). They were the American Federation of Technical Employees and the International Union of Operating Engineers.

The 1958 edition of *Labour Organization in Canada* showed the SIU with 10,450 members in Canada.

With 10 Members in Canada, Siderographers Join CLC

The International Association of Siderographers (AFL-CIO) has become affiliated with the Canadian Labour Congress, bringing the number of national and international unions in the Congress to 104.

The IAS has 10 members in Canada, all employed in Ottawa. Hamlyn Hall, a member of the Ottawa Local, is an international Vice-President of the Association.

Siderographers reproduce engravings on steel plates for the printing of banknotes, stamps, stock and bond certificates and similar documents.

Office Employees' Union Wants Jurisdictional Rights Protected

The Office Employees' International Union, at its biennial convention in Montreal last month, asserted its exclusive right to recruit office and clerical workers. The convention unanimously voted to give the union's executive power to call a special convention to consider withdrawal from the central labour bodies in Canada and the United States unless its "jurisdictional rights" were protected.

The OEIU wants the CLC and the AFL-CIO to recognize its exclusive rights to bargain for office and clerical workers, and to prevent other unions from encroaching; and it wants labour relations boards to recognize office employees as a craft "separate and apart" from production workers.

The convention called on the CLC and the AFL-CIO to help the union initiate a nation-wide organizing campaign among white-collar workers.

Nfld. Labour Federation Urges "Second Look" at Recent Laws

The Newfoundland Government was urged to have "a second look at its legislation and amendments to the province's Labour Relations Act with a view to having it completely removed from the statute books," in the annual brief of the Newfoundland Federation of Labour (CLC).

Up to mid-June, the brief had not been presented to the provincial Cabinet but copies were released to the press. In a statement, the NFL reported that its request for a hearing, made April 30, had not been answered.

The brief noted that labour and other segments of the population in Newfoundland had shown "great concern" over the province's Labour Relations (Amendment) Act and the Trade Union (Emergency Provisions) Act. The first empowered the Lieutenant-Governor in Council to dissolve any trade union if a substantial number of its international officers have been convicted of certain crimes; the second decertified two locals of the International Woodworkers of America (L.G., April, p. 360).

"Strong protests and resentments have been expressed for the unjust treatment and discriminatory action taken by the Government in this particular instance," the Federation's brief says.

The NFL said the "most serious problem facing our people at present is the lack of employment" in the province. Despite large-scale construction in 1958 there has been "an alarming number of unemployed throughout the whole year," it said.

The Federation urged amendment of the Judicature Act to remove labour disputes entirely from the application of *ex parte* injunctions.

Other matters dealt with in the brief included public services, sales tax, education and vocational training, and obscene literature.

"Flags of Convenience" Called Shipping's Biggest Problem

The rapid increase in the number of ships flying "flags of convenience" has become "the biggest problem world shipping has ever faced," Omer Becu, General Secretary of the International Transport Workers Federation, stated at a press conference in Washington last month.

"I regard this development as one of the most ominous events of the last decade," said Mr. Becu. He asserted that it threatened the living standards of sea-

farers and the economic stability of the whole community of maritime nations.

One thousand United States ships have now shifted to foreign registry, he said. American-owned "runaways" make up 42 per cent of the 16 million gross tons sailing under the flags of Panama, Liberia, Honduras and Costa Rica, he said, and this amounts to 15 per cent of total world tonnage.

Mr. Becu headed an ITWF delegation which filed protests with the U.S. Secretary of Labor and the Chairman of the U.S. Senate's Interstate and Foreign Commerce Committee.

Mr. Becu described last December's world-wide boycott of ships under flags of convenience (L.G., Jan., p. 18) as "a gigantic success". He made it clear, however, that the ITF had never suggested that boycott alone could solve the problem, and declared that such a solution could be found "only at the government level".

Newspaper Guild Says Publishers Trying to "Break Down" Unions

Charges that publishers were trying to break down newspaper unions by "massive retaliation" against strikers were made at the 26th annual national convention of the American Newspaper Guild, held in New York City during the week June 22 to 26.

Joseph F. Collis, Guild President, told the 300 delegates that these tactics meant that "when one union on one paper strikes, all the employees on all papers in the same town are thrown out of work".

Mr. Collis said that the newspapers were enjoying a period of prosperity, and that "this is the time we should prepare to get our fair share of these profits".

William J. Farson, Executive Vice-President, asserted that "publishers are protected by strike insurance, assisted by professional strike-breakers and supported by an increasingly complaisant National Labor Relations Board."

The extent of a newspaperman's right to refuse to disclose his confidential sources of information was one of the most important and controversial questions debated by the convention. A motion was placed before the meeting which supported a policy of limited privilege for newspapermen. This policy was recommended by a majority report of the Guild's international executive board. A minority report favoured absolute privilege. The original resolution called for a statement of "the right of newsmen to protect the confidential sources of their information in all matters affecting the public interest."

A substitute resolution, which was adopted by the narrow margin of 213½ votes to 204½, called for a reaffirmation of the Guild's statement of principle, written into its Code of Ethics in 1934, that reporters "shall refuse to reveal confidences or disclose sources of confidential information".

Those who favoured absolute privilege likened the position of a newspaperman to that of a priest or a lawyer, the confession of whose parishioners or clients are protected.

A merger between the craft unions in the printing trades and the Guild was suggested by Francis G. Barrett, President of New York International Typographical Union No. 6.

Arthur Rosenstock, library supervisor at the New York Post, was elected President of the Guild for a two-year term, in succession to Joseph Collis, who was elected a Vice-President at large. William J. Farson was re-elected Executive Vice-President, and Charles A. Parlik, Jr., was re-elected Secretary-Treasurer.

The Guild chose Vancouver as the site of its 1961 convention; next year's convention will be in Chicago.

U.S. Employment at Record High After Unusual Rise in Month

Total civilian employment in the United States rose by 1,000,000 during May to 66,000,000—a record for that month—with an unusually large increase in the number of nonfarm jobs, as well as a further seasonal rise in agricultural employment, according to a joint statement by the U.S. Secretary of Commerce and the Secretary of Labor.

Nonagricultural employment rose 500,000 during May, this being one of the largest increases recorded for that month since World War II.

Unemployment dropped by 240,000 during May to 3,400,000. Usually it does not change significantly at this time of the year. Recalls of factory workers continued to be the main reason for drop.

Insured unemployment under the regular state programs dropped by 300,000 between April and May to 1,500,000. As in recent months, this decrease was sharper than usual.

Total unemployment in May was 1,500,000 below the level of a year earlier but was still 700,000 higher than in the same month two years earlier.

The work week in manufacturing continued to rise, increasing by 0.2 hours to 40.5 during May. This was the longest work week for May since 1955.

As a result of the increase in hours, average weekly earnings in factories exceeded \$90 for the first time. Earnings in the durable goods sector averaged \$98 a week, and in the nondurable goods sector the average was \$80.

First Quarter Imports Rise Above Year-Earlier Total

Imports into Canada in the first quarter of 1959 were valued at \$1,242,000,000, a total 4.4 per cent higher than the \$1,189,200,000 in the first quarter of 1958 but somewhat smaller than the total for the same period in 1956 and 1957, the Dominion Bureau of Statistics announced last month.

In each month of the quarter, imports exceeded corresponding figures for 1958.

As there was a moderate decline in average import prices in the first quarter of 1959, the physical volume of imports rose even more than their value.

Among the main commodity groups imported into Canada in the first quarter of 1959 the largest absolute, but not relative, increase was in iron and steel goods. There were also gains in chemicals, non-metallic minerals, animal products, wood products.

Fractional declines were registered for agricultural and vegetable products, textiles and non-ferrous metals.

Among the leading commodities imported, the most substantial value and percentage increases occurred in automobiles and automobile parts, farm implements and machinery.

Most of the increase to \$66,100,000 in imports from Europe was accounted for by automobiles.

Consumer Spending Helps Boost Gross National Product by 2%

Canada's gross national product, seasonally adjusted at annual rates, reached \$33.4 billion in the first quarter of 1959. This represents a gain of 2 per cent over the fourth quarter of 1958.

At annual rates, the gross national product in the first quarter was running at a level about 4 per cent above the average for 1958 as a whole, the Dominion Bureau of Statistics announced last month.

Business inventory accumulation and consumer spending were the two major causes of the economy's expansion during the first quarter. Other major components of demand, seasonally adjusted, showed little change or were lower during the quarter.

Canada Provides Social Worker For U.N. Assignment in France

Canada is providing an expert social worker for a six-month assignment in France under the United Nations expanded program of technical assistance. She is Miss E. R. Godfrey of Toronto, who will leave for Paris on September 1.

France has contributed every year to the U.N. program, provided experts and accepted students for training in the country; this is the first time France has asked for an expert to be sent there.

In France, Miss Godfrey will advise on social welfare problems. She will advise the Committee of Schools of Social Work on methods of casework and teaching at selected schools, help set up an in-service training program for social workers employed in social agencies, and direct courses for supervisors.

Miss Godfrey has a degree in social work (child welfare) from the University of Toronto and has completed the Master of Arts degree in psychiatric social work at the University of Chicago. After serving with the Canadian Army as a social service officer for two years, in 1946 she joined the staff of the School of Social Work, University of Toronto, where she supervised students' field work during their course. She has also assisted in a variety of in-service training programs for federal and provincial civil servants and staff of nongovernmental child welfare agencies. From 1952 to 1957 she took a major part in carrying out a five-year program of this type for the Government of Newfoundland.

Warn U.K. Trainmen of Layoffs But Agree to Pay Compensation

Introduction of modern types of motive power and equipment must lead to a reduction in the existing fleet of steam locomotives and rolling stock, and reductions in workshop capacity will have to be made, the British Transport Commission has warned railway unions.

Reduction of workshop capacity will be done by phases and, as far as practicable, will be accomplished by closing complete works or parts of works rather than by over-all reductions affecting many works, the Commission announced.

"While it is essential, in view of the present state of the Commission's finances, to bring the policy into effect immediately, everything possible will be done to mitigate hardship to individual members of the staff," the unions were assured. "Recruitment will be controlled with due

regard to normal staff wastage, consistent with the preservation of an effective age structure."

The Commission estimated that during the next three years more than 8,000 men—about 6 per cent of the employees in railway workshops—may be displaced. The displaced men will not necessarily have to leave the industry but many may have to move their homes.

About a month before the Commission's announcement it had concluded an agreement with the National Union of Railwaymen and the Confederation of Shipbuilding and Engineering Unions that provides for payment of a man's present rate if he has to be downgraded and makes provision for compensation for those who lose their jobs altogether.

These payments will be based on two thirds of a man's pay, less unemployment benefit. The minimum qualification is three years' service. A worker with the minimum qualifying service would get compensation covering two weeks; one with 40 years' service would get an amount covering 13 weeks.

If a worker had not found a job within the period covered by his compensation, it could be paid for up to double the period for which he was qualified.

Keep Boys and Girls in School, NES Urges as Result of Survey

A startling relationship between unemployment and lack of education was revealed in a survey conducted in 1955 by the National Employment Service, Unemployment Insurance Commission, of the educational standing of unemployed persons registered with its 200 local offices across Canada.

This prompted the Commission, in order to acquaint young people and parents with the facts brought to light by the survey, to publish a booklet entitled, *Are You Thinking of Leaving School?*

This booklet, the foreword says, presents what the Commission believes to be "compelling arguments in favour of young people obtaining all the education they can possibly get"—arguments that become even more true "with every passing year of technological development".

The survey showed that in 1955, when jobs were fairly easy to find, two out of every three of the unemployed had not gone beyond Grade 8 in school, although the average education of all working people was much higher than this. The booklet adds that "people with *only one or two*

years of secondary school are nearly as likely to be unemployed as those who have only Grade 8".

Of persons seeking work in NES offices, the survey showed that 63.5 per cent had Grade 8 schooling or less, whereas the proportion of the total working force who had only this amount of education was 50.4 per cent.

Interspersed in the reporting of the survey findings are statements and exhortations to young people and parents, of which the following are examples:

The more schooling you have, the quicker you will be able to find a job and the better will be your chances of keeping it.

The more schooling you have, the more occupations will be open to you and the wider will be your choice of jobs.

The best way for young people to protect themselves against periodic layoffs and job insecurity is to get a good education, both in school and by trade training.

Schooling is like money in one sense: the more you have the easier it is to add to it.

The booklet concludes with this recommendation: "Let's keep our boys and girls in school."

Jobs Scarce, U.K. Youth Advised To Continue Their Education

A marked decrease in the number of jobs available to young persons in Britain was noted in the latest report of the Youth Employment Service in London, published by the London County Council.

On September 1, 1955 there were 21,225 vacancies for young workers registered with the London service, but by August 31, 1958 the number had decreased to 5,676.

The shrinkage coincided with the rising number of young persons becoming available for work and made it necessary for the Services' officers to actively canvass employers for work.

The number of boys and girls in London registered as unemployed rose from 660 on September 1, 1955 to 1,362 on August 31, 1958.

The proportion of boys and girls staying at school after the age of 15 increased considerably in the 1955-58 period, due partly to the appreciation that employers were requiring a higher standard as the supply and demand position changed.

In 1958 the Service advised 41 per cent of the boys and 38 per cent of the girls interviewed to continue their education.

Items of Interest to Labour from House of Commons

May 25—*Restrictions on Canadian trucks* carrying goods in bond over United States highways have been removed, the Prime Minister announced.

The Minister of Labour declined to produce minutes of several meetings of the Unemployment Insurance Advisory Committee convened on August 19, 1958. By a vote of 130 to 27, the House supported his stand.

Ethnic origin was not the reason for the order to deport a Haitian couple, the Minister of Citizenship and Immigration replied in answer to a question. The man had entered Canada as a student but since 1956 had not been a *bona fide* student and, under immigration regulations, was not admissible as an immigrant.

Bill C-49 to establish National Energy Board debated but the House adjourned without question put.

May 26—*Estimate that only 67,500 houses* will be built in Canada this year was an extremely poor guess, the Minister of Public Works told a questioner. He declined to make an estimate of his own.

Interest rates on NHA loans will not be increased, the Minister assured the same questioner.

Economics of the Chignecto Canal are being studied by the Economics Division of his Department, the Minister of Transport replied to a question.

Debate on Bill C-49 continued but the House adjourned without question put.

May 27—*National Energy Bill (C-49)* debated but question not put.

May 28—*Question of disallowing Newfoundland legislation* "that is of such a controversial nature" is still under consideration, Prime Minister told a questioner.

June 12—*Consideration of motion for second reading of Bill C-8* was resumed. The purpose of the Bill is to establish a minimum wage rate of \$1.25 an hour with respect to all employees in Canada who come under federal labour jurisdiction. The hour for consideration of private bills expired before the question was put.

June 15—*Chairman of the Royal Commission* appointed to inquire into the activities of Canada's railways had advised him, the Prime Minister said, that the target date for the completion of the Commission's survey would be met.

Bill C-43 to amend the Unemployment Insurance Act considered in committee and progress reported.

June 16—*Consideration in committee of Bill C-43 to amend the Unemployment Insurance Act resumed and progress reported.*

Consideration of motion for second reading of Bill C-10 to amend the Canada Elections Act (voting at advance polls) resumed from March 6 but the hour for private members' bills ended before the question was put.

June 17—*The Minister of Labour declined to comment on the statement of the Premier of Quebec that employees of the provincial Government should not seek to be included under the provisions of the Unemployment Insurance Act introduced in 1940.*

Consideration in committee of Bill C-43 resumed and progress reported.

June 18—*Consideration of Bill C-43 in committee concluded. The House agreed to give it third reading at the next sitting.*

June 19—*Japan has suspended issue of new export licences for a broad range of textile items to Canada, the Minister of Finance announced. The action is to be welcomed, the Minister said, as it would be an important additional step towards the development of a more orderly and effective system of export controls relating to trade in textiles between Japan and Canada.*

Hal Banks, Vice-President in Canada of the Seafarers' International Union, has Canadian domicile, and there are no provisions or regulations under the (Citizenship) Act by which his deportation could be ordered, the Minister of Citizenship and Immigration told a questioner.

Bill C-49 to establish a national energy board given second reading and sent to committee; progress made in clause by clause consideration.

May 29—*Government loans to the Unemployment Insurance Fund this year total about \$75 million, the Minister of Finance informed a questioner.*

Consideration in committee of Bill C-49 resumed and progress reported.

June 1—*Setting up health and welfare benefits by employers and employees on a participation basis is a matter for collective bargaining, the Minister of Labour told a questioner who wanted to know why a Winnipeg company did not grant medical benefits to its employees.*

Provision of alternate employment to the workers of plants that close down is a continuing problem that receives the Government's fullest consideration, the Prime Minister told a questioner. The question related to a Hamilton textile plant.

Further consideration was given Bill C-49 and progress reported.

June 2—*Government loans to the Unemployment Insurance Commission this year amounted to \$72 million, the Minister of Finance reported.*

Consideration in committee of Bill C-49 concluded.

June 3—*Bill C-49 given third reading and passed. It authorizes establishment of a National Energy Board for Canada.*

June 9—*Only 70 students from the United Kingdom will be coming to Canada under the Commonwealth Migration Council plan with a view to securing summer employment, the Prime Minister informed a questioner. A press report had placed the number at 500. The Council had been advised that only students who were assured of employment in advance could come, he added.*

June 10—*The Minister of Labour acknowledged receipt of a telegram from a miners' union in Nova Scotia requesting that the waiting period regarding unemployment insurance be waived. The request was brought to the attention of the Unemployment Insurance Commission and a reply outlining the position of the request as it relates to the Unemployment Insurance Act had been sent to the union.*

Bill C-43 to amend the Unemployment Insurance Act read the third time and passed.

June 22—*Bill C-50 to amend the Veterans' Land Act to provide further assistance for home construction was considered in committee, read the third time and passed.*

June 23—*Pilot for the Royal Yacht had been appointed because of his competence "and no other reason," the Minister of Transport said. A member had suggested that Captain Leighton Crawford had been appointed "as a reward for heading a strike-breaking group last year against the Great Lakes Pilots' Association".*

Motion for immediate debate on charges that political influence had been brought to bear on the management of the Canadian Broadcasting Corporation was ruled out of order.

Debate was continued on Bill C-16 to amend the Canada Elections Act in respect to absentee voting but the hour for consideration of private members' bills expired without question put.

June 24—*Full production would begin June 29 at all mines in the New Waterford, N.S., area, the Minister of Labour said he had been advised by officials of Dominion Steel and Coal Company. He was replying to a suggestion that the town of New Waterford be declared a depressed area.*

88th Annual General Meeting of the Canadian Manufacturers' Association

Speakers at the Industrial Relations Conference, one of three comprising the meeting, discuss the implications to management of current trends in labour relations, the legal immunities of trade unions. Nfld. Attorney-General speaks

The 88th Annual General Meeting of The Canadian Manufacturers' Association was held June 7, 8 and 9 at St. Andrews, N.B. The theme this year was "Build Industry—Build Canada".

In addition to the business sessions, the meeting consisted of three conferences: Industrial Relations, World Trade, and Management. The Industrial Relations Conference, which is reported fully here, had as its theme, "Building More Effective Industrial Relations". This conference was opened by Hon. L. R. Curtis, QC, Attorney-General of Newfoundland. There were two other speakers, Carroll E. French, President of Industrial Relations Counselors Service Inc., New York, who spoke on "Implications to Top Management of Current Trends in Labour Relations"; and Norman L. Mathews, QC, of Toronto, who spoke on "The Legal Immunities of Trade Unions".

W. H. Evans, President of Honeywell Controls Ltd., Toronto, was elected President of the Association for 1959-60. T. R. McIagan, President of Canada Steamship Lines Ltd. and Davie Shipbuilding Ltd., became First Vice-President. F. D. Mathers, President of Royal City Foods Ltd. and Delnor Frozen Foods Ltd., Vancouver, was elected Second Vice-President.

President's Address

"Nothing organized labour can do would contribute more to slashing the ranks of the jobless than to commit itself for a limited period—let us say two years—to holding the wage line," said outgoing President Ian F. McRae in his presidential address.

He was commenting on the fact that Canada had inflation and unemployment at one and the same time. To this problem, he said, there was a two-fold answer: a national tariff policy designed to discourage imports of those things we already make ourselves and those things we can and should make, and recognition by everyone that the cure for unemployment lies in our own hands.

This is a job for management, labour and government, he declared. Management must apply itself to improving the efficiency of its operations; government must do all it can to promote an economic climate that

is right for expansion without runaway inflation; and labour must realize that to go on as it has been is to invite still higher prices and still more unemployment.

If management, labour and government work to achieve a stable cost and price structure, surely we are justified in looking to the public to make its contribution by preferring Canadian-made products whenever and wherever possible, Mr. McRae said.

In asking labour to hold the wage line he was not asking unions to abdicate their legitimate functions. "I am saying that there can be no price stability and no prospect of a great increase in job opportunities unless they, too, join in a national offensive to reduce costs."

Mr. McRae warned that unless labour made some such commitment, "the country itself might very well insist that government step in and impose controls, which neither management nor labour would find to their liking".

Here he digressed to make some remarks about strikes. "Most Canadians are sick and tired of strikes and the threat of strikes," he thought. The cost of strikes was measured not only in terms of lost production, wages, company earnings and employment, but also in terms of loss of individual liberty and of respect for the law. There was also "the legacy of bitterness and permanent scars that often remain long after the strike is over".

During strikes, the law was frequently brought into contempt, he continued, "by shocking examples of violence, terrorism and intimidation". These excesses—"infractions of the Criminal Code"—should be punished with the greatest severity, he said.

He had earlier emphasized the need to reduce costs by pointing out that, as a rule, the imported product has no quality advantage over the Canadian-made product but often has a price advantage resulting either from low labour costs or a low unit cost of production because of greater population in the countries of origin. "Our own costs continue to go up and up even in a period of economic recession."

In view of the union attitude that every contract must be better than the preceding one, "is it any wonder that we are finding

ever-increasing difficulty competing in home and world markets?" he asked. "At a time when we should have been doing everything in our power to narrow the gap between our production costs and those of other industrial countries, we have actually been widening it still further," he declared.

What Canada earns from exports falls short of paying for imports by several hundreds of millions of dollars a year, Mr. McRae reminded the meeting. And 75 per cent of our imports are fully manufactured goods—"goods that can and should be made in Canada".

He began his address by calling attention to the significance of the manufacturing industry's role in the Canadian economy. Nearly one in every four working Canadians depends on the manufacturing industry for his pay cheque, and it is the source of nearly one third of the total annual labour income.

But the great industrial expansion in the postwar years has not kept pace with the growth of the population and the labour force.

There are nearly five million more people in this country today than there were in 1945, and 1½ million more in the labour force. Thus, the population has increased by more than 40 per cent and the labour force by 35 per cent; but, in the same period of time, employment in the manufacturing industry has gone from 1,250,000 to only 1,400,000, an increase of no more than 12 per cent.

This provided a clue to the heavier-than-usual unemployment of the past two years and an explanation why every winter many who work in seasonal jobs are idle for lack of alternative employment. There must be the widest possible diversification of industry, thus assuring that the closing down of a single local industry does not automatically threaten the community with impoverishment. Too many of our people are working in industries that are subject to seasonal factors and to the caprice of foreign demand. Unemployment will always be a problem as long as this is true, Mr. McRae said, and raising jobless benefits and applying a variety of other palliatives provide no enduring solution.

To conclude, the retiring CMA President summed up. "Excessive imports of the things we make ourselves, punitive taxes, spiralling costs, unrest and extravagant demands on the labour front, our small population—these are the weeds that inhibit industrial growth and promote chronic unemployment."

General Manager's Report

The report of J. C. Whitelaw, CMA General Manager, is a review of the Association's activities during the preceding 12 months. In it he summarizes the submissions made to governments on a wide range of subjects.

Among these were several "important" submissions that included recommendations concerning unlawful strikes, picketing, secondary boycotts and jurisdictional disputes, union security and right-to-work, availability of judges to serve as chairmen of conciliation and arbitration boards, and unemployment insurance.

The Industrial Relations and Disputes Investigation Act, Mr. Whitelaw pointed out, has very limited application to manufacturers because it applies to companies with interprovincial operations. But because the Act has historically been the model for provincial legislation, and in view of the recommendation of the Canadian Labour Congress that it be broadened into a national labour code covering all basic industrial companies with plants in more than one province, the Act is of special interest to manufacturers.

"It is hoped that the problems of picketing and secondary boycotts will be dealt with by changes in the Criminal Code," Mr. Whitelaw said.

The retention of the services of judges as chairmen of both conciliation and arbitration boards was recommended by the CMA, he reported. The need for judges in arbitration was emphasized, because arbitration boards are "primarily a judicial proceeding". The CMA expressed the hope that judges would be able to continue to act as chairmen of arbitration boards if they were no longer to be available for boards of conciliation.

"Despite persistent rumours in the press and elsewhere that federally appointed judges and provincially appointed magistrates would shortly not be available any longer as chairmen for either conciliation or arbitration, it is expected that their withdrawal from the field of conciliation will be gradual to allow time for the training and development of competent persons to take their place," Mr. Whitelaw said.

"Nevertheless, their eventual withdrawal from conciliation must be anticipated and may have to be accepted."

After the report in September of an "alarming drain" in the Unemployment Insurance Fund, the Association recommended to the Government that there should be a complete investigation of the unemployment insurance scheme. When it

learned that the Government was considering an increase in both employer and employee contributions, the CMA made a further submission.

The Association took the position that no changes in the (Unemployment Insurance) Act should be made until there had been a thorough re-examination of the whole scope of the Act by an independent body such as a Royal Commission. Such a review would include the questions of the payment of seasonal benefits out of the Unemployment Insurance Fund, the coverage of fishermen, loggers and other employees in seasonal industries, and the payment of benefits to certain classes of married women and to pensioners.

As an increase in contribution rates would impose a further financial burden on both employers and employees, especially in industries employing a high proportion of skilled employees, it was emphasized that the additional cost of unemployment insurance would make it more difficult to "hold the line" on costs and maintain steady year-round employment as the Government urged Industry to do.

In a section on inflation, "the dangers of which are still very much with us," Mr. Whitelaw said:

In the face of the continual demands for wage increases, irrespective of improvements in productivity, and the mounting burden of taxation required to support still greater levels of government spending, control of production costs remains the most intractable problem of Canadian manufacturing industries. Failure to achieve such control can only result in broader and deeper penetration of the home market by foreign goods, displacing Canadian production, and in the loss of overseas sales volume by our export industries.

Under the heading, "Education," Mr. Whitelaw reported that spokesmen for the Association had repeatedly stressed that progressive thinking and positive action must be taken if the country is to maintain its position among the nations.

On immigration the CMA General Manager said the Association "believes and hopes" that the present slowdown in immigration will be temporary and that Canada should continue its liberal immigration policy.

He reported that membership of the CMA increased by 491 to 6,426 in the past year.

The Minister of Trade and Commerce

"The Government is proposing to provide new facilities which should enable Canadian exporters to compete on even terms with exporters from other countries, where they are competitive in other respects," Hon. Gordon Churchill, Minister of Trade and Commerce, told the CMA at one of its dinner meetings.

"The new powers proposed for the Export Credits Insurance Corporation are not as far-reaching as some of the interested parties suggested but they are considered

appropriate to conditions in Canada at this time," he said. The Government's proposal will amend the Export Credits Insurance Act to enable the Corporation, when authorized by the Governor-in-Council, to provide direct guarantees to lenders on approved export transactions.

Turning to government action concerning the home market, which he said was "vital" for Canadian manufacturers, the Minister recalled that the Government had passed anti-dumping legislation "designed to defend Canadian producers against certain foreign trade practices". He pointed out that Canadian manufacturers produced 81 per cent of the \$22 billion worth of manufactured goods purchased in Canada in 1958, said that the Canadian market is expanding more rapidly than that of any other industrialized country, and forecast that in 15 years the domestic market for Canadian-manufactured articles will have almost doubled in volume and in value.

The promotion of diversification of Canadian manufacturing is another field in which the Government has been active, he said. His department was placing emphasis on the development of manufacturing of lines not now produced in Canada.

He pointed out that our imports of fully manufactured articles exceed our exports by hundreds of millions of dollars each year.

Government policy has been directed along several other lines, Mr. Churchill continued. These included the shielding of the domestic market against disastrous dumping practices, the sponsoring of trade missions abroad, the promotion of Commonwealth economic conferences, and the steady development of export trade by the maintenance of an active trade commissioner service in 45 foreign countries.

Earlier in his address, when reviewing the difficulties that the manufacturing industry has met, he said the main problems seem to be: rising costs of production, increased foreign competition at home and abroad, the need for larger markets and the lack of adequate financing for export sales.

On the subject of costs, Mr. Churchill said there was a belief in some quarters that rising costs were pricing Canadian manufactured goods out of world markets. "This may be true in some particular fields," he conceded, "but is not true as a generality." He pointed out that Canadian exports, which set a record in 1957, were maintained at practically the same dollar level in 1958 and with a slight increase in volume.

There can be no sharp division between labour and management in the matter of costs. "There should be a clear understanding that our fortunes hinge upon keeping our economy competitive," he declared.

He acknowledged that opportunities in foreign markets open to Canadian manufacturers have been limited during the entire postwar period by continuing exchange difficulties and barter deals by state trading agencies, and by more liberal export financing facilities, extensive use of subsidies, lower labour rates and increased manufacturing activity in foreign countries.

The home market also has been affected. "New modern plants built since the war, the use of the latest techniques resulting from intensive research, lower labour rates and large-volume runs have enabled manufacturers in West Germany, the United Kingdom, The Netherlands and Japan to invade successfully the domestic markets of both Canada and the United States," he said.

But the Canadian manufacturing industry has met the challenge. The creation of new capacity, improvement of plants, installation of new equipment—much of it automatic—increased emphasis on research, and very heavy capital expenditures over the last decade have caused a significant rise in productivity with a corresponding fall in unit costs and have equipped Canadian manufacturers to compete effectively in world markets.

Once again the tempo of new plant construction and the installation of new equipment is rising, the Minister declared. The prospects in the future appear to be bright. The optimism expressed by the Prime Minister when he addressed last year's annual meeting (L.G., July 1958, p. 731) was fully justified, Mr. Churchill concluded.

Hon. L. R. Curtis, QC

Hon. L. R. Curtis, QC, Attorney-General of Newfoundland, gave the opening address of the Industrial Relations Conference at the meeting.

In an outline of events that led to the enactment of the Newfoundland Trade Union (Emergency Provisions) Act 1959, Mr. Curtis said that "in deference to public opinion in other provinces, Newfoundland will in due course take another look at this legislation". (This Act was again mentioned in a later address by Norman L. Mathews, QC (see below).)

The Newfoundland Attorney-General told the delegates that if Canada is to build industry there must be a greater clarification and improvement in labour-manage-

ment relations. "Here and there management may have to yield," he said. "Likewise labour must be prepared to make concessions."

"Both sides have to work together if rising costs and expensive strikes are not to price the product of industry out of the market."

Mr. Curtis said governments must help by keeping taxes at a minimum, and by passing legislation "as may be necessary to give a fair measure of security to both management and labour."

The Newfoundland Attorney-General gave a step-by-step account of the recent labour unrest in the province. He told how the International Woodworkers of America had won a representation election at the Anglo Newfoundland Development Company, Limited, and how a board of conciliation unanimously reported in favour of the union after the parties were unable to agree on a first collective agreement.

"The value of this report, however, was considerably weakened when it was stated by the company that the proposals, if accepted, would have cost \$1,200,000 a year, which the company stated it could not afford; whereupon all members of the board themselves expressed uncertainty as to their own findings," Mr. Curtis said.

For the ensuing strike vote, only 1,200 of a normal 4,000 workers were in the woods and only 800 voted to strike. "Although this must be considered a small vote—20 per cent only of the total A.N.D. Company loggers—the strike was, under existing law, though hardly justifiable, strictly legal," he said, adding that "up to this time there could be no legal objection to the actions of the IWA."

Then, Mr. Curtis charged, the union and the strikers stole company food supplies, attacked non-strikers, trespassed on company properties, and dumped loads of wood bound for the mill.

"I want to state and state emphatically that the action of Premier Smallwood and his government was dictated solely by the action of the IWA in grossly violating the law. Had the IWA shown due respect for the law, the Premier would not have taken the stand he did, and the controversial legislation would never have been enacted."

The legislation was necessary, Mr. Curtis explained, because the government-sponsored Newfoundland Brotherhood of Woodworkers could not be certified until the IWA was decertified, which could be done only on the grounds of loss of majority support. To conduct a vote would have taken many months, and "unless the

required wood was cut before the spring drive, both paper companies would have been unable to operate during the balance of the year.

"The operations of these companies are vital to Newfoundland. They represent one third of our economy, and any curtailment would be ruinous to Newfoundland's economy."

The Attorney-General then made some recommendations based on "our experience in Newfoundland." He urged that all unions be made legal entities, responsible in law for their own contracts, with control of each union vested in a democratically elected directorate. He also suggested the appointment, by the federal and all provincial governments, of a "Chief Electoral Officer" responsible to Parliament or the provincial legislatures and not to any Minister to be responsible for appointing returning officers in representation elections and strike votes, which should be by secret ballot.

"Consideration should be given to the suggestion that there should be compulsory voting by all union members, with a penalty for not voting."

He also called for the auditing by the Government of all union accounts, a review of the present method of appointing conciliation boards, and establishment of a Labour Division in each provincial supreme court with a right to appeal to a similar division of the Supreme Court of Canada.

Carroll E. French

"The next three to five years will be critical ones in the industrial relations arena, and the events of this immediate era will have much to do with determining the course of industrial relations for many years to come," said Carroll E. French, President, Industrial Relations Counsellors Service, Inc. He was speaking on "Implications to Top Management of Current Trends in Labour Relations".

In this period of significant change and transition, he said, events have placed heavy strains on labour-management relations and have cast serious doubts on the adequacy of orthodox and traditional policies and practices.

Reviewing developments and emerging trends, Mr. French pointed out that organized labour, going through a period of stresses and strains, is becoming more militant and aggressive, and that management, faced with new problems calling for hard decisions, is stiffening its attitudes and with increasing frequency taking the initiative and assuming the offensive in collective bargaining.

The stresses and strains to organized labour, he said, were the result of failure of pre-existing rivalries to abate after merger, the "revolt" of the skilled trades, restiveness on the part of local unions over the dominance and control of international unions, and concern over trends in union membership.

Quoting from the *LABOUR GAZETTE*, he pointed out that union membership in Canada, although it had more than doubled from 1946 to 1958, was still 32 per cent of the nonagricultural labour force, as it had been in 1957. In 1954 it was 33 per cent.

In spite of the worries of labour leaders, the labour movement in both Canada and the United States is powerful and aggressive, and "in emergencies can usually count on sympathetic treatment by government".

Among the problems of management was the necessity, because of steadily rising costs even in the recent recession, to cut costs, shut down marginal plants and operations, contract out work, and concentrate on the maximum utilization of mechanized and automatic processes. All these moves have inevitably necessitated substantial lay-offs of employees, discontinuance of long-established jobs, curtailment of job opportunity, and, in many cases, drastic reductions in employee earnings.

More serious than all, management's efforts to curtail losses, to keep on a competitive basis, and to operate at a profit have met head on with the stone wall of traditional trade union job policies, so-called featherbedding union practices, and tenacious resistance by the unions to manpower adjustments, regardless of how necessary or reasonable.

Management's manpower adjustments and cost reductions could not be avoided, Mr. French said, but were not understood by the employees immediately concerned or by the communities affected, who therefore have generally supported union resistance to these decisions and, time after time, management had no alternative but to undergo a strike.

The rising militancy and aggressiveness of the Canadian labour movement is reflected in a growing unwillingness of the unions to accept findings of conciliation boards and their tendency to strike for further gains and concessions. He quoted statistics from the *LABOUR GAZETTE* showing that the number of man-days lost through labour disputes in 1958 was almost double that in 1957.

"One of the most significant developments currently taking place in collective bargaining is the increasing emphasis given by labour unions to seeking concessions in the area of managerial functions and control,"

he said. "This approach is in character with the attempts of unions to counter, or offset the effects of, mechanization and the advancing use of labour-saving devices."

The struggle to retain firemen on diesel locomotives is an example of union efforts to resist the elimination of outmoded jobs, he said.

No longer can collective bargaining be considered as being concerned primarily with wages, hours and working conditions. Managements from here on must be prepared to be confronted at the bargaining table with all types of issues involving the operation of the enterprise, from the right to select supervisors and staff new positions, all the way to profit sharing and price determinations.

Mr. French considered management's taking the initiative and assuming the offensive in collective bargaining to be "one of the most heartening and potentially promising developments" of the recent period. Previously management had neglected opportunities to eliminate costly contract provisions or win desirable improvements.

New management devices have included prenegotiation publicity, notices of intention to terminate the contract if no settlement is reached, rejection of retroactive application of contract terms, operation of the business without a contract when negotiations bog down, and unilateral action in initiating wage adjustments and changes in seniority and grievance policy. "In the implementation of such approaches," Mr. French said, "management objectives have been to bring pressures to bear on the union leadership without jeopardizing or impairing the rights and proper interests of employees."

He warned the delegates that resort to communication with employees only in time of crisis reduces its effectiveness. Employer-employee communication should be a normal and continuing process, he said.

All the trends he had described have "significant and serious" implications for management. His conclusions and forecasts based on his analysis of them included:

1. The traditional management concept that tended to divorce employee relations problems from its responsibilities and delegate them to a professional staff will no longer serve satisfactorily. Concern with day-to-day labour relations, with collective bargaining and with over-all relations with employees must be an integral part of running the business.

2. Exclusive reliance on high wages, liberal pensions and other fringe benefits, and on competently staffed industrial relations departments, will not by themselves assure the results that will be needed in the future.

3. Failure to achieve satisfactory employee relations and a sound employee understanding of management problems and objectives will weaken a management's power at the bargaining table. A structure of industrial relations raised on present foundations will not be adequate to meet the burdens arising from advancing technological and engineering progress.

4. The time is ripe for a new concept of labour-management relations based on the development among all employees of a confidence in management motives.

Norman L. Mathews, QC

"Unions now have such power, not only over industry but over the workers as well, and have so many immunities not enjoyed by other segments of the population that in some cases workers are being exploited to as great an extent by unions as they ever were by employers," declared Norman L. Mathews, QC, in an address titled, "The Legal Immunities of Trade Unions".

"In my opinion," he added, "steps must be taken to remove many of the immunities that are now enjoyed exclusively by trade unions... The position of unions should be neither more nor less privileged than that of other segments of the community."

Mr. Mathews then suggested that the federal government and other provincial governments enact legislation similar to the new British Columbia Trade-unions Act passed March 19 (L.G., April, p. 360). This, he said, would make trade unions legal entities for the purpose of duties and responsibilities instead of, as now, being legal entities mainly for the purpose of exercising rights and privileges, and would assist in making a trade union responsible for the acts of its members or agents.

He also suggested that secondary boycotts or picketing other than in support of a lawful strike be made a criminal offence, or at least an offence subject to prosecution under provincial labour relations acts.

A final recommendation was that no employee be deprived of his job or refused employment because his membership in a trade union is terminated or refused on any ground other than his failure to pay dues.

Mr. Mathews began by reviewing the history of labour legislation from the "harsh and oppressive" Combination Act of 1799, through the 1870's, when "the pendulum began to move the other way," to the present, when trade unions, previously looked upon as criminal, not only have had the taint of criminality removed from them but have been "placed in a preferred posi-

tion in society by being granted immunities not available to other members of society”.

He then listed “some of the immunities” enjoyed only by unions:

—Immunity from claims for damages for conspiracy to injure, an “exception to the general rule of law”.

—Immunity from prosecution or from civil action for conspiracy in restraint of trade, another exception. (He explained that he was referring not only to the restraint of trade brought about by strike action but more particularly to the “monopolistics practices” brought about by union shop and closed shop provisions.)

—Immunity from prosecution under the Combines Investigation Act and the corresponding sections of the Criminal Code.

—Immunity from payment of corporation or income tax, although many international unions have assets and yearly income in excess of those of the majority of Canadian corporations. (He remarked here that it was probably because of this immunity that the Canadian Labour Congress in its submission to the Cabinet each year urges the imposition of higher corporation taxes.)

—Immunity, for all practical purposes, from actions for damages for torts or wrongs committed. (He pointed out that merely making a trade union a legal entity would not in itself be the complete answer to acts of violence by pickets; it would also have to be shown that the acts were authorized by the union or were done by union officials acting within the scope of their authority. “The only effective way to deal with this type of situation is by the securing of an injunction...”)

(Supporters of this immunity state that actions for damages might be used to destroy unions, which should be guarded against a “potentially crushing liability”. No other groups of persons has protection against liability for wrong-doing on the ground that it might crush them financially, he pointed out.)

—Immunity for violation of collective agreements.

—Immunity from damages for expulsion from membership. (Even where it is possible to succeed in an action against the officers of the union, the union itself still enjoys this immunity, he said.)

—Immunity from enforcement of the criminal law. (“Even individual officers and members of a trade union seem in many instances to be able to commit crimes of violence and to escape punishment when, for the same crimes, any other citizen would suffer serious consequences.”)

The new Trade-unions Act of British Columbia has in it a presumption of liability which clashes with the traditional presumption of innocence which is a hallmark of British justice, says a report of the civil liberties committee of the British Columbia Division of the Canadian Bar Association.

The report, presented to the Division's convention in Nanaimo at the end of June, urges revision of the statute in the spirit of the basic principles of British law, rather than “a policy of convenience at the expense of the liberty of the subject”.

These immunities show how far the pendulum has swung, he went on. But unions can no longer be looked upon as weak, defenceless organizations, requiring government assistance to bring about equality in bargaining strength with employers. “Rather, unions have been nourished to such an extent that the immunities they now enjoy have placed them in a preferred position and have placed too much power in the hands of a few union leaders,” Mr. Mathews declared.

That the pendulum has begun to swing back is indicated by the Trade Union (Emergency Provisions) Act 1959 passed by the Newfoundland Legislature and the Trade-unions Act passed in British Columbia.

“No sensible employer would want the pendulum to swing back to the harsh days of the Combination Acts,” he said. “On the other hand, public opinion will undoubtedly force legislation that will enable the pendulum to find its proper place, as it did in Newfoundland...”

“It was because public opinion recoiled from the abuse by the trade unions of the immunities that they had enjoyed that the Government was able to pass, with the full approval and co-operation of the Opposition, the extreme legislation that it considered necessary...”

This, and the B.C. Act, in Mr. Mathews' opinion was a “realistic approach” in dealing with trade unions.

E. C. Gill

“Nothing could be more dangerous than the assumption that a little bit of inflation each year is good for the economy, in other words, a creeping inflation.

“No inflation will creep for long or forever; it will soon gallop,” said E. C. Gill, President, the Canada Life Assurance Company, in an address to the Management Conference at the meeting.

He quoted the following paragraph from a recent report by the Committee for Economic Development, an organization of United States businessmen.

We know too that even at a creep it (inflation) is intolerable because it erodes the value of long term fixed money obligations and

crucifies the weaker groups in our society. Nor is a rising price level essential to real growth and sustained productive employment. In fact, by distorting the normal incentives for efficiency in business and increased productivity of labour, it may well endanger the sustainability of growth. There is danger of long term inflation in this country, but it is not inevitable. The nation can have both stable prices and high employment, if it is willing to adopt the policies required to make them consistent. We do not have to sacrifice high production to avoid inflation. The only thing we need to give up is an illusion, the illusion that we can get more out of the economy than we put into it, that we can consume more than we can produce.

Today's inflation is unlike any that has been encountered before, Mr. Gill went on. Historically, inflation had resulted from too many dollars chasing too few goods; but the cause of today's inflation is entirely psychological: "Too many people believe that inflation is inevitable."

He listed three places where this psychology turned up:

1. In the inflation-minded stock market.
2. In federal government deficits.
3. In labour's demand for wage increases beyond the increase in productivity.

The inflation in the stock market is the classical kind: too many dollars chasing too few stocks. And it could be cured if the great companies would issue a lot of additional common stock, he said.

Balanced federal budgets as soon as they can be attained are an absolute necessity, he declared. "Certainly the deficits of the year just past were justified, because that was a year of recession in business, and tax collections went down, and it was right that there should be deficits, or else there would have been a much deeper recession . . .

"The balancing of the budget next year—the fiscal year commencing April 1, 1960—is of the utmost importance in the battle to save the purchasing power of the Canadian dollar."

"The disingenuous argument of some union spokesmen that the benefits of higher productivity belong as of right to organized labour is utterly fallacious, even ridiculous," said W. H. Evans, President of the Canadian Manufacturers' Association, in an address to the 52nd annual convention of the Canadian Gas Association in Victoria last month.

Improved productivity simply means greater industrial output with less effort and less cost, Mr. Evans said. This depends basically on technological advance and results from the provision of modern machinery and more efficient tools of production.

If labour's demands go beyond the increase in productivity, "we are in trouble," he warned.

Wage rates are high both in the United States and Canada, and on the average there is no reason why they cannot continue to rise at the same rate as the increase in total output per man-hour. In other words, machinery is more efficient. A man can produce more goods in an hour, and that factor can in many years justify a wage increase of between 2 and 3 per cent.

He concluded with the advice that what we can do "is to believe that inflation is not inevitable and say so, and act accordingly. Advocate balanced government budgets. Resist wage demands in excess of productivity gains."

Carl A. Pollock

In a speech to the Management Conference at the meeting, Carl A. Pollock, President, Dominion Electrohome Industries Limited, said that "the generous use of committees at all levels of a manufacturing operation, including labour-management production committees, can solve innumerable problems."

He was discussing human and business relations as part of the environment in which work must be carried on to achieve "the right product at the right price," which was the title of his address.

"With many authorities and responsibilities in a modern manufacturing operation," he explained, "a means of co-ordination and co-operation must be provided. This job the committee can do effectively and they can bring out ideas from men by collaboration and exchange of thoughts. They help, too, to give credit to those who have the brain waves."

"Committees must always be advisory to someone who has authority and responsibility to put the resolved advice into action. No man or group can properly be responsible to a committee."

The fact that the money for these means to increased productivity is found by the company—not those who work for it—shows the fallacy of the union argument, he continued. "This is not to say that labour ought not to share in these benefits, but the net effect of a company's work force swallowing up *all* the resultant productivity gains would be to leave the company, the shareholder and the consumer worse off than before. The company would have had a nil return on its heavy investment in new plant and equipment, the shareholder would have gained nothing from having foregone part of his dividends, and the consumer in such circumstances could only look forward to higher prices."

Vocational Training for Married Women

Director of Women's Bureau reports on comments received from eight national women's organizations and 11 local councils of women on proposals for action dealing with the problem of older married women re-entering the labour force

At the 27th meeting of the Vocational Training Advisory Council in October last year, Miss Marion V. Royce, Director of the Women's Bureau of the Department of Labour, read a paper entitled, "Vocational Training for Older Married Women Re-entering the Labour Force". This paper was then printed in the LABOUR GAZETTE (December 1958, p. 1355) and reprints were distributed to national women's organizations and to local councils of women with an invitation to submit comments, particularly on the four suggestions made by Miss Royce in her report. In a speech to the annual meeting of the National Council of Women on June 15, Miss Royce gave a summary of replies received.

Five preliminary steps are essential before effective action can be taken towards vocational training for mature married women re-entering the labour force, it was generally agreed by the eight national women's organizations and eleven local councils of women who replied to an enquiry from the Women's Bureau of the Department of Labour, Miss Marion V. Royce, Bureau Director, told the annual meeting of the National Council of Women.

They are:

1. Finding how many women in the community need or want to learn marketable skills and the number of existing or anticipated job opportunities for them.

2. An inquiry into the attitudes of such women towards training and into the experience of women who have taken training during maturity.

3. Consultation with local employers to find out how they regard the employment of mature women and to ascertain the job possibilities for those who have had re-training.

4. Inventory of available training facilities and consideration of the advisability, and means, of developing and expanding them.

5. Enquiry into means of improving counselling services for such women. Voluntary agencies must take the lead, it was agreed, and although professional leadership and counselling are essential, the use of volunteers should not be overlooked.

Since the replies were received, Miss Royce announced, the Women's Bureau has taken steps to find out what light was

thrown on the value of training by the experience of mature women who have registered in schools of social work since 1950, and to ascertain the opinion of employment officers of the National Employment Service regarding the attitudes of mature women applicants towards training. The Toronto YWCA has been approached regarding a special project in individual and group counselling, making use of available voluntary assistance.

The four suggestions that the organizations were asked to comment on were proposals for: the setting of pilot projects for training, counselling and placement of mature married women; providing information regarding existing training plans and programs; special training for women qualified to become teachers; and provision of counselling services for women of advanced education who are considering further education to prepare them for employment.

The need for inventories of training facilities was endorsed almost unanimously by the respondents, Miss Royce reported. "The replies reflect considerable feeling that existing facilities for training are not being used to full advantage."

The Director of the Women's Bureau in her summary drew largely on what she described as the "outstandingly comprehensive" report sent in by the Montreal Council of Women. This report, she said, dealt with a number of points common to many of the replies.

The Montreal report divided promising occupations for mature women into three categories. In the first category were such occupations as teaching, nursing, social work, library work, occupational therapy, physiotherapy and church work, which were considered to require more than average academic education. Training for middle-aged women who wanted to enter these occupations was found to be already available. There was, however, considered to be a need for vocational counselling.

In the second category were business occupations, including secretarial work, stenography, clerical work, and sales and service posts. It was found that training for a considerable variety of jobs of this kind was obtainable. In some kinds of business jobs, however, it appeared that older women, even if trained, might be at

a disadvantage in obtaining employment, partly owing to the existence of pension plans. There was also evidence of a tendency to reserve permanent positions for younger women and hire older women on a daily or weekly basis because they are "at a disadvantage in coping with the volume and speed-up of peak periods".

In sales and service occupations, on the other hand, the mature married woman's knowledge of and interest in the needs of the homemaker were considered to be an advantage. In such consulting services as interior decorating and personal shopping, which often appeal to older women, employment opportunities are apt to be limited, the Montreal Council found. It warned also that in such highly competitive occupations as public relations, investment, real estate, broadcasting, newspaper work, catering and food services, opportunities for women were few, except for those who had very special qualifications.

"The unfailing job opportunities for nursing assistants and in hostess and household administrative work in hotels, motels, and boarding institutions," were pointed out, Miss Royce said. Another council also emphasized the growing opportunities of employment for mature women in Home-maker Services.

A third group of occupations—those that require technical training and manipulative skills—was labelled "trades". This group included such work as hair-dressing, fashion designing and sketching, and domestic and homemaking skills. "Training in this last field is available at nominal cost in special schools operated by the Quebec Government," the report pointed out. Training in the "fashion arts" and in hair-dressing could be obtained either in public or private institutions, it said.

The importance of counselling as well as training was emphasized in most of the replies, Miss Royce reported.

"A number of the answers question whether mature married women who are seeking jobs are interested in further training to improve their status as workers," she said. "Several are doubtful whether a good many of the applicants have the necessary educational background to undertake further training. One of the most frequent observations is that unemployment occurs most often among the uneducated and untrained.

"One of the national organizations points to the need of experimentation with part-time employment for married women, including investigation of the difficulties involved in employing full-time and part-time people on the same staff doing the same work," the speaker reported.

"Almost all of the reports mentioned the need and importance of keeping in touch with the National Employment Service in further planning and action... In most instances local councils had depended upon the advice of the women officers of the Service in their communities. The unanimity of opinion regarding the importance of continuing co-operation was, I felt, a striking tribute to the competence and co-operation of the Service across Canada," Miss Royce said.

The reply of the Canadian Federation of Business and Professional Women's Clubs stressed the importance of basing recruitment on the qualifications rather than the age of candidates, she said.

All the national organizations that responded had expressed interest and willingness to help with further study or action directed towards counselling and training for mature women. The local councils had also taken an active interest in the matter, several having organized special meetings to discuss it.

General Wage Increases Reported, October 1, 1958 to March 31, 1959

35 per cent of establishments surveyed reported general wage increase in period
October 1, 1958 to March 31, 1959. Increases of 5.1 to 9.9 cents most common

General wage increases in the period October 1, 1958 to March 31, 1959 were reported by 35 per cent of the establishments that responded to the latest semi-annual survey of wage changes by the Economics and Research Branch. A general wage change is defined as one that affects

50 per cent or more of the employees in an establishment.

The percentage reporting increases is greater than in the corresponding period of 1957-58, when 26 per cent of the responding establishments reported general wage increases.

SIZE OF WAGE INCREASES REPORTED, OCT. 1 TO MARCH 31, 1958 AND 1959

Size of Increase in Cents an Hour	Establishments Responding to 1958 Survey		Establishments Responding to 1959 Survey	
	No.	%	No.	%
Less than 5¢	87	9	63	6
5¢	29	3	70	7
5.1 to 9.9¢	90	9	163	16
10¢	13	1	19	2
10.1 to 14.9¢	21	2	29	3
15¢ and over	24	2	9	1
No general increase	764	74	668	65
Total	1,028	100	1,021	100

The largest number of wage increases in the period October 1, 1958 to March 31, 1959 was in the range 5.1 to 9.9 cents an hour; 16 per cent of reporting establishments gave increases in this range. In the corresponding period of the previous year, 9 per cent of the reporting establishments gave increases in this range.

The survey of wage changes is conducted in April and October each year. A sample of 1,080 establishments is surveyed. The

establishments in the sample are of all sizes and represent most major industrial groups. In the April 1959 survey, 1,021 establishments responded; in April 1958, 1,028 establishments.

The accompanying table lists the wage changes by size in cents an hour that were reported in the April 1959 and April 1958 surveys. Some of the increases reported were deferred wage increases negotiated in collective bargaining before the period covered by the survey.

Early Post-Graduate Years in the Technical and Scientific Professions

New bulletin in Professional Manpower series reports experience of 1954 class of engineer and scientist graduates in the three years after their graduation

A study of the experience of the 1954 graduating class of engineers and scientists from Canadian universities and colleges during the three years following their graduation is the subject of a new Department of Labour publication entitled, *The Early Post-Graduate Years in the Technical and Scientific Professions in Canada*. The report, which was prepared by the Economics and Research Branch, is No. 6 in the Professional Manpower Bulletin series, and is available from the Queen's Printer at 25¢ a copy.

The study is based on the replies to a questionnaire sent in 1957 to 2,386 graduates. Of these, 1,706 replied—a rate of return of 71½ per cent. In preparing the study the information contained in the replies was compared with that given in similar returns for 1954.

The report shows that "by 1957 almost four fifths of the respondents were employed full-time at jobs requiring a technical and scientific background. Such employment was notably higher among engineers than among scientists . . . The major reason for a lower employment rate among the

scientists was that a great many had pursued post-graduate studies which were not completed in time for them to enter the labour market in 1957. A considerably smaller proportion of the engineers were still students."

Fewer than 1 per cent of the respondents were reported to be out of jobs and seeking work, but about 5 per cent were holding what they considered to be non-scientific, non-technical jobs.

"More than 75 per cent of the graduates were employed by industry, approximately 17 per cent by government, and 8 per cent by educational institutions. The engineers were very heavily concentrated in industry, while the scientists were more evenly distributed through the three sectors," the report says, pointing out that the employees of crown corporations were considered as belonging to industry.

In 1957 the largest proportion (20 per cent) of the graduates were engaged in production, maintenance and exploration work; 19 per cent were employed in research and development. About 7 per cent of all

the graduates were teaching; but while 25 per cent of the scientists were engaged in that profession, fewer than 3 per cent of the engineers were so employed.

On the subject of geographic mobility, the report says, "It seems that . . . there is a reluctance or inability on the part of the graduates to move away from either their home province or from the province in which they studied." It also arrives at the conclusion that "a large majority of the students chose and succeeded in entering a university in the province of their permanent residence."

Statistics given show that out of a group of 771 engineers, 62 per cent studied in their home province, and only 10 per cent of these left to work in other parts of Canada after graduation. Of 392 scientists, 72 per cent studied in their home province, and only about 13 per cent of the 72 per cent had jobs in other parts of the country in 1957. "By 1957, 11 per cent of the 1954 engineering and science graduates were living in foreign countries," but half of these were engaged in further studies, the report shows.

A study of the remuneration being received by the graduates showed that engineers in general were getting higher pay than scientists. Mining engineers were the best paid, with a median salary of \$6,125, aeronautical engineers came next with a median of \$5,875, and petroleum engineers were getting a median salary of \$5,736. The average median salary of all the graduates was \$5,142.

"The median salary varied little from function to function, except for teachers,

whose salary was about \$1,000 below the over-all median, and testing and laboratory services, which also carry with them a significantly lower starting salary. This high degree of uniformity is likely a peculiarity of the short-run period following graduation . . .," the report states.

The graduates employed in industry were the best paid, with a median salary of \$5,301. Those employed by governments received 12 per cent less, their median salary being \$4,676, and those in educational institutions received 25 per cent less than those in industry (median \$3,945).

Variation in salary from one industry to another was small, the highest paid being those employed in public utilities, with a median of \$5,588, and the lowest paid being those in transportation, with \$4,964. "In government service, those employed by municipalities received the highest median salary (\$5,050) and those in the employ of provincial governments the lowest (\$4,370)." Variations between salaries being paid in different parts of Canada were found to be insignificant.

The bulletin is divided into three chapters: Employment, Remuneration, and Post-Graduate Study. Aspects of the graduates' experience dealt with in the bulletin but not reported here are suggested by the following section headings: Changes in Specialization, Work Experience, Mobility of Single and Married Graduates, Salaries Related to Further Training, Salaries Related to Change of Job, and Variations Between Engineers and Scientists.

The bulletin contains four full-page charts and 16 tables.

Industrial Fatalities in Canada during the First Quarter of 1959

Deaths from industrial accidents decreased to 244 from 342 in previous quarter and from 251 in first quarter of 1958. Construction tops list by industries with 42; Ontario heads listing by provinces with 83 deaths from job accidents

There were 244* industrial fatalities in Canada in the first quarter of 1959, according to the latest reports received by the Department of Labour. This is a decrease of 98 from the previous quarter, in which 342 were recorded, including 41 in a supplementary list. In the first quarter of the previous year, 251 fatalities were recorded.

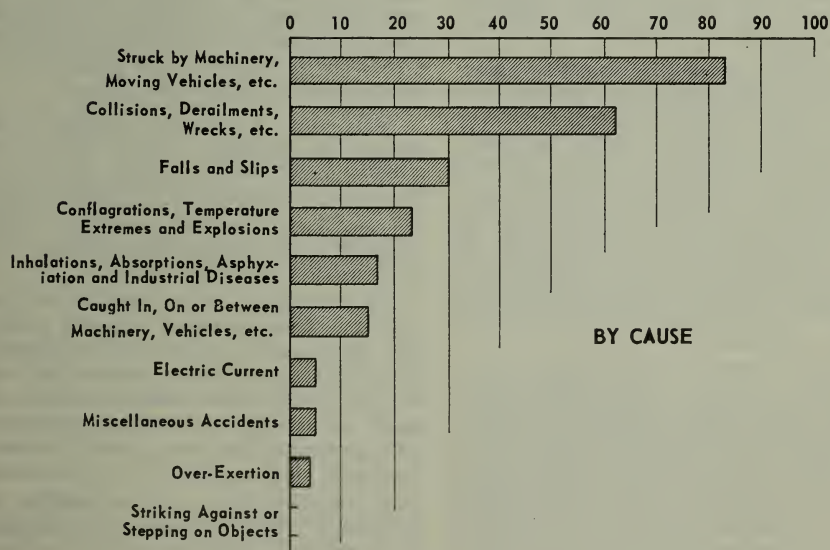
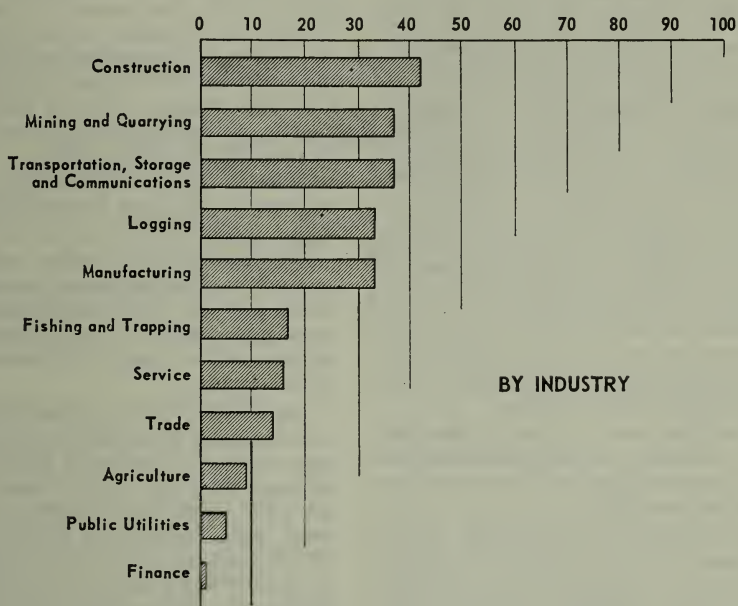
During the quarter under review there were four accidents each resulting in the deaths of three or more persons.

On February 9, the captain and 15 members of the crew of the trawler *Blue Wave*

* See tables H-1 and H-2 at back of book. The number of fatalities that occurred during the first quarter of 1959 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 48 fatalities for which no official reports have been received.

INDUSTRIAL FATALITIES IN CANADA

First Quarter of 1959



Source: Economics and Research Branch, Department of Labour.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

were lost during a storm 65 miles southwest of Cape St. Mary's, Nfld.

One accident cost the lives of five persons. A seaplane carrying five men to a logging camp crashed on Redonda Island, B.C., on February 29.

Two accidents were responsible for the loss of three lives in each case. On January 19, three men working in a manhole in Hamilton, Ont., collapsed and died after being overcome by fumes, and on March 11, a helicopter on an oil surveying trip crashed near Fort Nelson, B.C., killing its three occupants.

Grouped by industries (see chart page 699), the largest number of fatalities, 42, was in construction: 21 in highways and bridges, 15 in buildings and 6 in other construction. Fatalities recorded in this industry for the same period in 1958 numbered 60—27 in highways and bridges, 20 in miscellaneous construction and 13 in buildings. During 1958's fourth quarter 51 fatalities were listed: 22 in highways and bridges, 17 in buildings and 12 in miscellaneous construction.

During the quarter, accidents in the mining industry resulted in the deaths of 37 persons: 26 in metal mining, 6 in coal mining and 5 in non-metallic mineral mining. During the same period last year, 40 deaths were reported: 22 in metal mining, 8 in coal mining and 10 in non-metallic mineral mining. Accidents during October, November and December of last year resulted in the deaths of 114 workers; 25 in metal mining, 79 in coal mining—75 of which were the result of the one disaster,

the air blast (bump) in a Springhill, N.S., coal mine—and 10 in non-metallic mineral mining.

There were 37 fatalities in the transportation industry also. They included 15 in steam railways, 7 in local and highway transportation, 5 in storage and 4 each in the water and air transportation groups. During 1958's first quarter, 24 deaths were reported: 9 in steam railways, 8 in local and highway transportation, 5 in water transportation and 1 each in air transportation and storage. During 1958's fourth quarter, 43 deaths were reported, of which 14 occurred in steam railways, 13 in water transportation, 8 in telegraph services, 6 in local or highway transportation and 2 in air transportation.

During the quarter under review, there were 33 fatalities in logging, an increase of 4 from the 29 that occurred during the same period in 1958. During the fourth quarter of last year, 37 lives were lost in this industry.

There were 33 fatalities recorded in manufacturing also. Of these, 13 were in iron and steel, 8 in wood products and 3 in paper products. In the same period of the previous year there were 41 fatal accidents; these included 12 in iron and steel, 10 in wood products, 7 in transportation equipment and 4 in paper products. Work injuries in manufacturing during October, November and December of last year accounted for 37 deaths. Of these, 11 occurred in iron and steel, 6 in transportation equipment, 5 in wood products and 4 in each of the foods and beverages and non-metallic manufacturing groups.

There were 17 industrial fatalities in the fishing and trapping industry during the quarter under review, an increase of 13 from the 4 reported for the same period last quarter. In the fourth quarter of 1958, accidents in the fishing and trapping industry resulted in 3 deaths.

An analysis of the causes of the 244 fatalities recorded during the first quarter (see chart p. 699) shows that 83 (34%) were under the heading "struck by". Of these, 47 were in the category "other objects", 26 were caused by "moving vehicles" and 10 the result of being "struck by tools, machinery, cranes, etc.". "Collisions, derailments, wrecks, etc." were responsible for 62 deaths. These included 20 accidents involving automobiles or trucks, 18 water craft—16 the result of the loss of the trawler *Blue Wave*—and 15 involving aircraft. In the classification "falls and slips" 30 fatalities were recorded, all but five of

which were caused by falls to different levels. Twenty-three fatalities were recorded in the "conflagrations, temperature extremes and explosions" category; of these 9 were conflagrations, 5 as a result of the explosion of gasoline and/or oil and 3 caused by explosions (blasting accidents).

By province of occurrence, the largest number of fatalities was in Ontario, where there were 83. In British Columbia, there were 51; in Quebec, 40; and in Alberta, 21.

During the quarter under review there were 73 fatalities in January, 105 in February and 66 in March.

Industrial Accidents in the United Kingdom

Industrial accidents in the United Kingdom in 1957 declined to lowest total since 1935; both fatal and non-fatal accidents decreased 5 per cent from 1956, according to statistics given in Annual Report of Chief Inspector of Factories

Industrial accidents in the United Kingdom in 1957 declined to the lowest level since 1935, the Report of the Chief Inspector of Factories states. Both fatal and non-fatal accidents decreased 5 per cent from 1956; in the building industry fatalities were 16 per cent fewer than in the previous year.

The Factories Act applies to factories, 225,937 of them in 1957, and also to docks, warehouses and construction sites. An inspectorate, which numbered 388 at the end of the year, made 253,881 visits to premises under the Act in 1957. An accident to an employee in premises under the Act must be reported to the district factory inspector if it causes loss of life or disables the employee for more than three days from earning full wages at the work at which he was employed. Such reports and the work of the inspectorate enable the Chief Inspector each year to give a comprehensive picture of the incidence of accidents and the efforts that are made to prevent them in the United Kingdom.

The 1957 Report—shortened and simplified, with major changes in content—has one section analyzing accident statistics and trends, another reviewing developments of the year, two sections dealing with special subjects (in 1957 these are "Research" and "Safety Training"), and a final section dealing with activities of the Department. The shortening of the report has meant the omission of the accounts of particular accidents and problems encountered by inspectors in the course of their duties that appeared in earlier reports. Data on particular accidents continue to be given in the quarterly report published by the Factory Inspectorate, "Accidents, How They Happen and How to Prevent Them".

Statistics and Trends

From 1956 to 1957 the number of factories declined by 2,300 to 225,937 but the number of persons employed remained

fairly constant. The tendency of smaller factories to disappear in favour of larger factories has therefore continued in 1957. The number of factories without mechanical power decreased from 16,309 in 1956 to 14,660 in 1957.

Reported accidents in all premises subject to the Factories Act declined from 184,785 in 1956 to 174,713 in 1957; fatal accidents, which have declined yearly since 1951, dropped from 687 to 651. The most important factors responsible for the continued improvement in accident figures, the Report says, are better and safer working methods, better and safer machinery and equipment, a greater awareness of the demands of safety when new equipment is being designed and installed, and the implementation of effective safety measures.

Accidents by Industrial Groups

There were proportionate reductions in accidents in almost all industrial groups but the decline in fatal accidents from 186 to 156 in the building industry was the only pronounced drop in any single industry. An analysis of the trend of accident statistics by industries from 1948 to 1957 shows that the number of accidents for docks, warehouses, building operations and construction work has tended to increase but that there has been a steady downward trend in fatal accidents.

Causes of Accidents

The development of power-driven lifting machinery in factories and on building sites and docks has increased during the postwar period. This is reflected in the total accident figures for this category, which have risen from 4,349 in 1948 to 4,816 in 1957; the number of fatal accidents, however, has declined. Accidents associated with other classes of power-driven machinery show a steady reduction from 27,256 in 1948 to 20,389 in 1957. Since there has been a considerable increase in the use of power-

driven machinery in industry, the figures indicate a substantial improvement in standards of safety.

In other categories, the number of transport accidents was lower in 1957 than in 1955 and 1956 but higher than in earlier years. Accidents caused by hand tools continued to decline in 1957, dropping to about two-thirds of the 1948 figure. Accidents due to persons falling decreased little from 1948 to 1957 but fatal accidents have decreased sharply, to about two-thirds of the 1948 figure and less than half of that for 1939. The number of eye injuries declined from 9,584 in 1948 to 7,098 in 1957, but the Inspectorate considers that improvement in the provision and use of eye protection would result in a further marked decrease.

The accident total for factories only (i.e., excluding docks, warehouses, building operations and engineering construction) decreased from 182,838 in 1948 to 150,437 in 1957. The leading accident categories in 1957 were: handling goods (27.4 per cent), power-driven machinery (15.8 per cent), and persons falling (13.8 per cent).

Accidents at Building Operations

The number of accidents at building operations in 1957 was 14,568, showing little change from figures for recent years. Falls are the main cause of accidents in this industry; a high proportion of accidents resulting from falls in connection with demolition work are fatal—7.55 per cent of falls during demolition work were fatal in 1957, compared with 1.9 per cent for all falls in connection with building operations. Accidents due to the fall or collapse of the sides of excavations were fatal in 5.6 per cent of cases, compared with fatalities of 1.07 per cent for all building accidents.

Electrical Accidents

During 1957 there were 687 electrical accidents reported, a lower figure than in recent years, with 32 of them fatal. The number of electrical accidents associated with portable and transportable apparatus is a seriously large proportion of total electrical accidents each year; for fatal accidents in the former category the percentage is 46; for all electrical accidents it is 32, excluding "eye-flash" injuries. A report, *Electrical Accidents and their Causes*, 1957, is published separately.

Nature and Site of Injury

Machinery accidents, other than those caused by lifting machinery, most frequently caused hand and arm injuries; 79 per cent of machinery injuries occurred to these parts of the body.

Transport accidents were not concentrated on any particular part of the body but about one-fifth of them involved the feet. This proportion was particularly high in the "non-rail" transport category, which includes the loading and unloading of goods onto vehicles. More extensive use of protective footwear would result in a great reduction of injuries in this industry, the Report states.

About 50 per cent of injuries due to hand tools were to hands and arms; hand tools also caused many head injuries, particularly to the eyes.

Almost one-third of injuries caused by handling goods were to the trunk, and were mostly strains.

Accident Frequency Rates

Accident frequency rates are computed from returns submitted voluntarily by individual firms, and cover about 30 per cent of factory employees. The accident frequency rate is calculated as the number of lost-time accidents (disability beyond the day or shift of occurrence) per 100,000 man-hours worked. The accident frequency rate of these firms declined by about 5½ per cent, from 1.709 to 1.611, with a reduction occurring in almost every industrial group. These figures, however, may not be typical of industry as a whole, because the firms submitting reports may include a higher proportion of the more safety conscious, and are almost all among the larger production units; in addition, the figures relate to a much higher proportion of workers in some industries than in others.

Industrial Health

The number of cases of industrial poisoning or disease reported was 516, including 15 fatalities, compared with 492 cases and 28 fatalities in 1956; there has been little change in the number of cases reported during the five years ending with 1957. The number of gassing accidents in 1957 was 232, of which 22 were fatal, compared with 236 accidents and 18 fatalities in 1956. A separate report on industrial health for 1957 is summarized below.

Developments of the Year

Electrical and Chemical

Safety codes for electrical control gear have in the past lagged behind the progress made in the general development of electrical equipment. Now, however, more attention is being given both by designers and on the factory floor, to the provision of safe and efficient methods for electrical

control of machinery that is either inherently dangerous or may become so under abnormal conditions.

New automatic methods have resulted in potential dangers because some machines are not constantly attended. Photo-cell devices and gamma-ray interlock equipment have been introduced as safety measures to deal with these matters.

An increasing number of "failure to safety" devices now ensure that if apparatus fails the "failed" condition is a safe condition.

Flameproof battery trucks for transporting materials have been developed with special battery safety equipment.

Recent developments in the oil industry have made available substantial quantities of light fuel oil known as primary flash distillate which can now be economically used in the production of town gas; because this fuel is volatile and has a low flash-point, the electrical equipment installed for the control and lighting of the plant has been receiving careful consideration.

With reference to safety developments in the chemical field, a number of dangerous materials listed in the report have been replaced by others less dangerous. New types of respirators have also been developed against dust.

Ionizing Radiations

The hazard of ionizing radiations continues to increase as industry makes greater use of radioactive sources. It is estimated that 85 per cent of such factories use sealed sources of radiation (x-rays are included). A draft code published in 1957 to safeguard workers using sealed sources is dealt with in more detail in the summary of the report on industrial health below.

Engineering

Research and development have continued in connection with the fencing of die-casting machines and injection moulding machines, and the control and elimination of dust in foundries. In the design of nuclear power stations a great deal of attention is being given to the development of introsopes, television cameras and other devices which will allow remote inspection of internal surfaces in stations where there is a high level of radioactivity. The replacement of wrought iron chain, chain slings and other lifting appliances by appliances made of steel is making rapid progress.

In the building industry several special scaffolds have been developed which can be erected quickly and easily. Pre-stressed concrete has been increasingly used in

recent years; the accidents resulting from this have necessitated new accident prevention techniques.

General Factory Conditions

In industry generally, the Chief Inspector considered that there is insufficient appreciation of the legal requirements relating to first aid and emphasized that whatever the size of the factory the employer should see that a qualified person is in charge of the first aid services.

More could also be done, the Report states, to control dust in factories, and the following precautions are suggested:

Movement of the material should be reduced to a minimum by careful planning of the sequence and layout of the operations in the process. The method of transporting the material should be carefully chosen, bearing in mind the need to avoid unnecessarily vigorous movement. If practicable, the material should be made moist and this should be done as early as possible in the chain of operations. All containers for material in transit should completely enclose the material; they should be impervious to dust, strong enough to resist damage and designed to prevent spillage. Conveyors should be totally enclosed and as in the case of all enclosed plant, it is often desirable to apply draught in order to maintain a negative pressure inside the enclosure and to prevent leakages; this is particularly important at transfer points in the conveyor system. Where access is required for filling hoppers or sacks, and also where containers are filled manually, points where dust may arise should be enclosed as far as possible and adequate exhaust draught applied to the enclosure. General cleanliness is most important and any spillage should be cleaned up immediately, preferably by using suction apparatus.

The Report also points out that in the steel industry, expansion has resulted in greatly improved working conditions and welfare facilities in the new factories and extensions.

Safety, Health and Welfare Organizations

The Report outlines developments during the year in a number of organizations in industry and outside whose objective is the promotion of industrial safety, health and welfare. The British Safety Council, which aims to provide its members with various services, including a regular supply of posters and advisory literature, was established during the year. The Accident Prevention Committee of the Iron and Steel Federation has published reports on the safe coupling of ingot casting cars and scrap pan bogies, the prevention of gassing accidents, and the safe operation of bar reeling and straightening machines; it has also set up three sub-committees to consider accidents in hand mills, industrial health and medical supervision in the industry, and

crane accidents. The Accident Prevention Committee of the Aluminium Council gave special attention to precautions necessary in the handling of aluminium paste and powder. The Wool and Allied Textile Employers' Council set up subcommittees to consider the fencing of rag grinders, woollen and worsted carding machines, gill boxes, looms and other textile machinery.

Legislation

Several new and revised safety codes were under consideration in 1957, including draft regulations concerning Building (Safety, Health and Welfare) (Amendment), Power Presses, Ionizing Radiations, Shipbuilding and Ship-Repairing, and Abrasive Wheels. The Work in Compressed Air Special Regulations were completed during the year and issued in January 1958.

Research

The Department continued to co-operate with outside bodies and individuals in research in connection with field tests of apparatus, plant and processes used in industry; this has resulted in considerable progress in accident prevention, in the maintenance of industrial health and in the development of safe practices.

Department of Scientific and Industrial Research

During 1957, the Department of Scientific and Industrial Research* did work on fire research, including factors influencing the ignition and development of flame and pressure build-up in mixtures of air with dust or inflammable vapours and gases; explosion relief and flame arresters for use in plant where explosions of gas or vapour may occur; dangers in transfer of liquid petroleum gases from stock cylinders to small portable cylinders; smouldering of inflammable dusts; materials and techniques of fire extinction; and the spontaneous heating and ignition of pyrites.

The DSIR also conducted research in connection with the use of braided and similar slings, with the result that a formula of design and safe-working load determination has been evolved. In addition, the DSIR carried out research on the safety of builders' plant and in the design of factory buildings as related to the safety and health requirements for factory personnel.

*A Department of the Privy Council responsible for non-defence research in the national interest in all branches of natural science except medicine and atomic energy and in all industries except agriculture, fishing and forestry. Its research in the safety field has been of great value to the Factory Department.

Industrial Research Associations

A number of industrial research associations have continued to do much useful research in connection with safety. The Report refers to the work of several of them, including, Electrical Research Association, British Welding Research Association, British Cast Iron Research Association, British Steel Casting Research Association, British Cotton Industry Research Association, and the British Ceramic Research Association.

Universities and Technical Colleges

The Report draws attention to the safety research work performed by universities and technical colleges on such subjects as the general problems of the electrification of dust and other materials, including explosives; the investigation of ligament stresses in steam boiler drums; the problems of dust collection and removal in the foundry industry; and heating and ventilation problems outside the foundry industry.

Other Safety Research

The Report refers also to the safety research being done by the nationalized industries and statutory bodies, and deals specifically with the Atomic Energy Authority, the Central Electricity Generating Board, and the Gas Board.

Many industrial associations, which exist to promote the welfare of their industry, continued to give assistance during the year in matters of accident prevention and the maintenance of industrial health by research in the design of machinery, machinery safety devices, process dangers and control of processes, and statistics concerning the causes of accidents and ill-health. The Report refers to several of these associations and their research activities.

Various individual companies and employers also made substantial contributions to safety and health research in connection with such matters as pressure vessels, lifting and carrying appliances, production machinery, transport, thermal environment in non-ferrous foundries, ventilation and ventilating apparatus, bakery machinery and wool textile machinery.

Safety Training

The Report points out that it is only through systematic training and the stimulation of co-operation between workers and management that new habits of safety can be formed among workers and safety consciousness encouraged. It examines four main fields in which safety training has

recently been developed: technical colleges and schools, training in industry, safety training centres, and the job safety courses for trainers of supervisors developed by the Training Department of the Ministry of Labour.

Technical Colleges and Schools

The Report on Industrial Accident Prevention by the Industrial Safety Sub-Committee of the National Joint Advisory Council, published in 1956, made a number of suggestions about ways in which technical colleges and schools could contribute to the avoidance of accidents in industry; as a result, there has been increased collaboration in the matter of industrial safety between these educational institutions and the Factory Department.

Discussions have also been held with the Ministry of Education's Inspectorate of Schools with the object of establishing closer contact between Inspectors of Schools and Inspectors of Factories in order to encourage safety training in technical colleges and schools.

The Report states that a high percentage of accidents are due to incorrect methods of handling goods. Physical education instructors can assist in considerably reducing these accidents by giving instruction in connection with this matter in the schools.

Training in Industry

Safety training should be given to every worker, especially the apprentice or other young worker, when he begins a new job, and employers have been encouraged to do so. Many firms have induction courses which include instruction in safety matters. The curriculum of many training schools established by the nationalized industries and other branches of industry also include courses in accident prevention. Group training in safety has been tried by some organizations engaged in engineering, dress-goods manufacture, and cotton manufacture. To stimulate the interest of young people in safety, one works appoints two trainees in turn to serve on the Works Safety Committee.

Safety training is important not only for the young worker but also for others who may be entering industry for the first time or changing jobs. There is also a need for refresher courses, especially in some industries where certain specific drills should be followed to prevent danger.

Safety Training Centres

Many firms are unable to conduct their own safety training courses. For these, the Industrial Safety Training Centre at

Birmingham, organized in 1953 by the Birmingham and District Industrial Safety Group, provides practical safety training for general foremen, supervisory staff and apprentices in particular trades. Workers come to these courses from all parts of the country. It is believed to be the only centre of its kind in Europe.

Job Safety Courses

The Report on Industrial Accident Prevention recommended that a special safety training course incorporating Training Within Industry methods should be provided for trainers of supervisors. A program for this course was developed by the Training Department of the Ministry of Labour, and a number of courses were conducted during 1957, both for the Ministry's T.W.I. Training Officers and for representatives of 32 firms. The representatives of these firms held job safety training courses for about 500 supervisors, and there is already clear evidence that they are an effective way to stimulate interest in safety training and to help industry increase the safety consciousness of workers. Further courses were being planned.

Activities of the Department

The Report on Industrial Accident Prevention also recommended that a wider and more attractive range of publications should be provided by the Department. As a result, a new and revised program for publications has been drawn up. During 1957 new publications included reports on conditions in non-ferrous foundries, safety in the use of power presses, and dust in cardrooms.

During the year the Department maintained close contact with various accident prevention organizations, and its members served on numerous departmental, inter-departmental, industrial and other committees. One of these committees, of which the Chief Inspector was a member, was the atomic energy Health and Safety Committee whose function was to review the organization within the Atomic Energy Authority as a whole for control of health and safety, and to make recommendations. This Committee's report was published as a White Paper (Cmd. 342).

The Chief Inspector also reports on the activities of the Industrial Health Advisory Committee, Industrial Safety Sub-Committee of the National Joint Advisory Council, and the Joint Advisory Committee on Safety and Health in the Building and Civil Engineering Industries. In addition, he reviews the progress of Joint Standing and Joint Advisory Committees set up by him concerning safety, health and welfare matters

in connection with iron foundries, steel foundries, the drop forging industry, paper mills, power presses, the textile and cotton industries, and foundry goggles.

Work continued on two industrial health surveys in 1957. One of these was a review of conditions affecting health in all factories in Halifax, and the other in the pottery industry. A report, *Industrial Health: A Survey in Halifax*, has been published and the pottery industry survey was almost completed at the end of 1957.

A series of tables appended to the Report provides detailed statistics on accidents, dangerous occurrences, industrial diseases, gassing cases, dangerous trades, fitness for employment, prosecutions, and administration of the Factories Act.

1957 Report on Industrial Health

The 1957 Annual Report of the Chief Inspector of Factories on Industrial Health has been published separately for the first time, a practice to be followed in future. It contains three main sections: a review of the year; industrial diseases, poisoning and gassing; and industrial dermatitis.

In the first section, there is information on the draft of the Factories (Ionizing Radiations) Special Regulations, mentioned in the summary of the main report. The purpose of these regulations is to protect the health of workers from ionizing radiations from sealed sources by adequately enclosing the source of radiation or by restricting access to it to a safe distance. In processes where adequate shielding is impracticable, the source is shielded as much as possible and the time a person is exposed to radiation is kept within safe limits. The draft also provides for regular medical examinations and for recording the doses of radiation received by workers. A committee was also planning to prepare draft regulations for unsealed sources of radiation.

In 1957, the Minister set up a Committee of Inquiry to consider precautions against anthrax.

During 1957 also, the Pneumoconiosis Research Unit of the Medical Research Council in collaboration with the Ministry and other bodies conducted a survey in Staveley, a town with a high proportion of foundry workers. A census was taken to determine the number of men aged 55 to 64 and 25 to 34 in the population and their occupation. Representative samples of those age groups, stratified by occupation, were medically examined and given physiological and radiological tests.

The third interim report of the Joint Advisory Committee of the Cotton Industry on "Dust in Card Rooms" was published in 1957. It embodies the technical report on the Shirley Pressure-Point System, a method of removing the dust from carding engines.

The first report of the Joint Standing Committee on Conditions in Non-ferrous Foundries was published in 1957. Among other matters, this report deals with the work done on heat radiation, resulting in a new design of furnace to prevent excessive radiation and exhaust dangerous fumes. This report also describes a device embodying the low volume high velocity method of dust extraction for portable grinding tools. A bibliography facilitates reference to all original work done in recent years on conditions in foundries.

Two new methods of reducing the health hazard from lead were developed during the year. One was an automatic process for vitreous enamelling to improve control of the spray containing lead. The other was the use of air-line helmets by workers engaged in the mechanical discing of lead solder on motorcar bodies. A method of air-conditioning cabins for cranes used in connection with soaking pits of steel works was also developed.

The Report also outlines methods of removing formaldehyde fumes from formaldehyde-based resin used in making cotton cloths crease resistant.

The section of the Report dealing with industrial diseases, poisoning and gassing relates mainly to case histories. In regard to workers exposed to ionizing radiations in luminising and other open sources, the Report states that air-borne contamination as indicated by spotting of film badges, especially in luminising establishments, still causes considerable concern. Clinical evidence of harmful effects, however, was slight. With respect to sealed sources of ionizing radiations, only one of 179 workers examined showed clinical effects considered to be due to radiation.

The annual figures for gassing accidents have varied little during the postwar period. However, the number of accidents due to carbon monoxide, the greatest single cause of gassing accidents, was the lowest in 20 years, continuing the decline begun in 1954.

The section of the Report dealing with industrial dermatitis presents nothing new, but consolidates information on its cause and prevention.

Ontario Plans New School for Deaf

To cost \$3,000,000, the new institution, second in the province, will be built at Milton, equidistant from Toronto, Hamilton and Guelph, and in the beginning will accommodate 250 pupils. Vancouver plans new service centre for the blind

A \$3,000,000 school for the deaf is to be built at Milton by the Ontario Government, Education Minister Dunlop and Public Works Minister Connell have announced. Milton is in the centre of a triangle formed by Toronto, Hamilton and Guelph, being about 20 miles from each city.

The school will be the second such institution in Ontario, the first being at Belleville. There is accommodation for 445 students at the Belleville school; the new school will at first be able to accept 250 pupils, but there will be provision for expansion.

The announcement said that construction of a second school is necessary because it is undesirable to increase the size of the one at Belleville, already one of the largest in North America. "Present accommodation makes it necessary to limit the admission to those who are at least five years of age, but it is hoped when the new school is opened to reduce appreciably the age of admission to both schools," the Ministers said.

* * *

A new \$500,000 service centre for the blind which is to be built near Queen Elizabeth Hall in Vancouver, and is due to be finished next spring, will enable the Canadian National Institute for the Blind to employ about double the 25 persons it now employs on assembly jobs, said Capt. M. C. Robinson, Western Director for the CNIB, in a recent interview.

Capt. Robinson said that blind persons could do many "nuisance jobs" which industry did not want to undertake. These included folding and stapling operations, packaging jobs and threading nuts on bolts.

The centre will have a modern rehabilitation section that will serve all blind persons in the province. Trainees will live at the Queen Elizabeth residence while learning to become accustomed to the loss of sight. In the centre's hobby shop the making of household repairs will be taught, and there will be a model kitchen for blind housewives. The centre will also have an auditorium, dining room, club, social and conference rooms, and storage for supplies for concession stands operated by the blind.

Corridors in the building will have rounded corners and stairs will have special guards. There will be railings throughout the building.

* * *

A reorganization of health and welfare services in British Columbia that will involve the creation of a new department, Health Services and Hospital Insurance, has been announced. The new department will be made up of three branches: Health Services Branch, Mental Health Services Branch, and Hospital Insurance Branch.

The Minister, Hon. Eric Martin, has a deputy minister for each branch of the Department. The Deputy Minister of Health Services is Dr. G. F. Amyot; Dr. A. E. Davidson is Deputy Minister of Mental Health Services, and Donald Cox is Deputy Minister of Hospital Insurance.

The Welfare Branch, which was formerly linked with the Health Branch in the now dissolved Department of Health and Welfare, has been organized as the Department of Social Welfare under Hon. W. D. Black. E. R. Rickinson continues to serve as Deputy Minister of Welfare.

Around the Provinces

A new Rehabilitation Department in St. Vincent's Hospital, Ottawa, is equipped to deal with arthritic, paraplegic, hemiplegic, and neurological patients, as well as those who suffer from heart disease and other ailments. It is staffed by an experienced group of specialists in all branches of therapy, as well as social workers and volunteer helpers.

The Canadian Council for Crippled Children and Adults announced in April the appointment of John P. van Soeren as Executive Director of Rehabilitation Services for the Co-ordinating Council for Crippled Children (Alberta) and for the Alberta Chapter of the Canadian Foundation for Poliomyelitis and Rehabilitation. Mr. van Soeren studied social sciences at Amsterdam University. He served as a Red Cross officer in The Netherlands, and in 1949 he was employed by the United Nations Refugee Organization as a re-establishment officer in the United States zone of occupied Austria.

Some Solutions to Older Worker Problem

Regional conference of Public Personnel Association hears Len Douse of the Department of Labour describe efforts—by workers, employers and governments at all levels—that are needed to reach solutions to the older worker problem

The older worker problem and what might be done to solve it—by the workers, employers, and governments at all levels—was discussed by Len Douse of the Department of Labour during a panel discussion at the Eastern Regional Conference of the Public Personnel Association.

"Solutions to the many smaller problems involved in the larger over-all problem will be found only by the co-operative efforts of governments at all levels, industry, organized labour, voluntary organizations, and the sincere desire of the older worker himself to become more qualified to meet the demands of today's jobs," he said.

North American populations are ageing, during the earlier part of the 20th Century at a fairly rapid rate. The percentage of the population in the United States aged 45 and over rose from 17.8 per cent in 1900 to 28.4 per cent in 1950, an increase of roughly 60 per cent in 50 years. The increase in the next seven years, from 1950 to 1957, was from 28.4 to 28.9 per cent, far below that in the first 50 years of the century. Canadian experience was similar, Mr. Douse reported.

This century's "accent on youth" resulted in the raising of barriers against the employment of older workers. "Is it economically possible to maintain a high standard of living if increasing numbers of older people are rejected or forced prematurely to withdraw from the productive section of society?" he asked.

If the ability to consume goods and services add to the productivity of a nation, and the burden of taxation for these is sharply curtailed among the older segment of the population, the burden to be borne by the younger section of the productive population is sharply increased. If, at the same time, at the other end of the age-scale more young people are staying at school longer, the productive section of society that is carrying the bulk of the load gets smaller while the load gets heavier.

Mr. Douse pointed out that the costs of Canada's old age security program and old age assistance are estimated at \$630,000,000 a year.

It is quite plain, he said, that the most effective means of coping with this situation is to keep as many older persons as possible working and producing. A worker who is not steadily employed during the last 20 to 25 years of his normal working life is

likely to become a welfare case at age 65, with the consequent added burden on the public purse.

It has been found, Mr. Douse reported, that workers aged 45 to 64 who become unemployed have more difficulty finding jobs than younger workers. This fact raised two questions: (1) Does this mean that employers are becoming more prejudiced in favour of younger workers and more discriminatory against older workers? or (2) Does it mean that the workers in the 45-64 age-group are not as well qualified for employment as workers in other age-groups? He did not know the answer.

For years it was thought that employers' attitudes were the big obstacle to the employment of older workers. But in interviews with employers he found that 90 per cent of those he questioned thought the older worker was a satisfactory employee, as good as or better than younger colleagues.

Perhaps part of the difficulty an older worker has in getting a job lies in the fact that he is presenting to employers the standards of 15 to 20 years ago, which today are not considered adequate, he suggested.

If this supposition is true, it means that educational efforts must be directed at workers to encourage them to keep up with the times and prepare themselves by training and education for present-day jobs. It means that employers must be encouraged to provide training on the job so that their employees can become more proficient and thus less likely to layoff. It means that public authorities, working in co-operation with Industry and Labour, must assume a certain amount of the responsibility for providing educational and vocational training facilities.

Ways must be found, Mr. Douse concluded, to surmount the obstacles to employment of older workers raised by certain types of pension plans.

Research must be stimulated to identify those jobs that older workers can do as well as or better than younger workers. And research is needed in the field of re-engineering and re-design of jobs for older workers.

Homemaker Services in the United States

Number of agencies providing homemaker services in the United States is slowly increasing but survey discloses need for expansion in the training of visiting homemakers. Indian Government publishes study of trends in women's employment

Because of new developments in visiting homemaker services in Canada (L.G., March, p. 265), the conclusions of a recent study* of homemaker services carried out by the United States Department of Health, Education and Welfare are of interest:

"The number of agencies providing homemaker services in the United States has been slowly increasing, to about 150 at the end of 1958. The number of homemakers employed is small, less than 2,000. Yet this is an occupation where there is no shortage of available personnel. Nearly every community has large numbers of women experienced in homemaking who could be trained in a few weeks to provide direct home help services to families.

"About 14,000 families were provided with homemaker services during 1957. About 2,200 families were served during one week early in 1958. In three out of five families the homemakers provide care for children; the others are adult families. Although in theory many agencies consider that their service is available to all economic groups the study shows that almost all of the service is to low-income families. To meet the needs of adult families as well as families with children, in all economic groups, requires considerable expansion of the present volume of services. New programs will have to be developed and supported if care is to be provided for even a small fraction of our rapidly growing population.

"Four out of five families served by homemakers have sick or aged persons at home. Homemaker service can become an antidote for extended hospital, nursing home, or other institutional care for sick or aged persons and for unnecessary foster-care placements for children. From the viewpoint of both the family and the community this service, while not a panacea, can become an important means of maintaining family life which is threatened with disruption by illness, death, or other serious problems."

* *Homemaker Services in the United States, 1958, A Nation-wide Study*, Public Health Service Publication No. 644, United States Government Printing Office, Washington, 1958.

Women's Employment in India

A study of trends in the development of the employment of women in India between 1901 and 1956 has recently been made by agencies of the Government of India.*

A steady decline in the proportion of women in non-agricultural employment is the most striking tendency noted during the period. Industrialization has tended to alter the nature of women's employment in cities; in some instances the introduction of high-speed machinery has reduced the number of women employed by three-quarters. Legal restrictions on women's employment adopted since Independence are cited as a factor contributing to the decrease in the numbers of women employed, especially in heavy labour.

A recent survey of manufacturing indicates that large numbers of women are at the present time employed in the groundnut decorticating industry, tobacco and match manufacturing, cotton ginning, rice milling, fruit and vegetable processing and brick and lime manufacturing. In most cases women are employed in unskilled and semi-skilled work.

The employment of women in agriculture has not been so affected by mechanization, with the result that at the present time activities related to farming occupy more than 80 per cent of the total women's labour force.

The report records considerable improvement, however, in the employment status of women in general in recent years. Women are more often found in public life; and increasing numbers are becoming teachers, nurses, radio officials, social service and community development workers, lawyers, business and commercial shop assistants and clerical workers. Most of these opportunities are developing for women in the literate middle classes.

The report forecasts that industrialization, with the related economic, social and cultural changes, will help to create more favourable attitudes on the part of employers and of the general public towards women's participation in economic activity.

* *Women in Employment (1901-1956)*, Government of India, New Delhi, August, 1958.

50 Years Ago This Month

Recovery from previous year's recession apparently complete by June 1909, and scarcity of labour reported in some centres. Several wage increases reported

By June 1909, partly under the influence of good prospects for farm crops, industry generally appeared to have recovered from the recession that began towards the end of 1907. A number of reports of wage increases were published in the *LABOUR GAZETTE* for July 1909.

Unskilled labour had been well absorbed in most parts of the country at the end of June. A scarcity was reported in a few centres, largely owing to the heavy demand for men in railway construction and on civic improvements.

Plumbers in Hull, Que., had their wages increased from 33 to 35 cents an hour, and steamfitters from 38 to 40 cents an hour. Sheet metal workers in Ottawa received an increase of 5 cents an hour, which brought their rate to 30 cents. They were allowed Saturday afternoon off. Streetcar employees in Quebec City received an increase of 1 cent an hour. Teamsters employed by the City of Ottawa had their wages increased from \$3.85 to \$4.32 a day. Corporation labourers in Sault Ste. Marie received an increase of 25 cents, which brought their wage to \$2 a day. Wages of street railway labourers in Hamilton advanced to 17 cents from 15 cents an hour.

An agreement between the Times and Herald Printing Companies of Hamilton, effective January 10, gave compositors, admen, makeups, bankmen, headingmen, and proofreaders on evening newspapers not less than \$16 a week at January 1, 1909; \$16.50 at January 1, 1910; and \$17 in the same month of the following year. Overtime work was to be paid at time and a half.

An agreement between shipping companies and longshoremen in Montreal for the season of 1909 gave a schedule of wages which ranged from 27½ cents an hour to 37½ cents an hour. Sunday work was to be paid at double time.

An agreement between the Builders' Exchange of the County of Waterloo, Ontario, and the Bricklayers, Masons and Plasterers Union gave wage rates which began at 40 cents an hour on July 1, 1909, and reached 45 cents an hour on May 1, 1911, this latter rate continuing in force until April 30, 1912. Hours of work were nine hours a day from the date of the

agreement until April 30, 1911, and eight hours thereafter.

A strike of about 100 labourers employed on the excavation for "the proposed Grand Trunk Railway Hotel at Ottawa" occurred on June 4. The men demanded an increase of 25 cents a day to bring their wage to \$1.75 for a 10-hour day. "The company refused the demand and in a few days it was reported to the department that all the men required had been secured by the company at the old rate of wage. The wages asked by the men are current on corporation work in the city of Ottawa and it was understood that most of those concerned found employment in that way," the *LABOUR GAZETTE* reported.

A dining room for workmen employed by the McClary Stove Company, London, was opened in June. The men were provided with hot water and towels, and tea, coffee and the necessary dishes were supplied free. Periodicals, playing cards and a quaiting ground were also provided. "The action of the firm is an effort to improve the health conditions of the men," the *GAZETTE* said. "Formerly they were in the habit of staying in the workrooms and eating their lunch in the odours that are a necessary adjunct of certain processes. Now the men are compelled to leave the works promptly at noon and are not permitted back again until 12.45."

The Fourth Quinquennial Congress of the International Council of Women was opened in Toronto on June 24, 1909. The Honorary President of the National Council of Women of Canada, Lady Edgar, occupied the chair; and the opening meeting was addressed by Her Excellency, Lady Grey, and by the Countess of Aberdeen, President of the International Council of Women. The sessions continued until June 30.

The International Council of Women had been formed in Washington in 1888, and had its first quinquennial meeting in Chicago in 1893.

The objects of the Council were stated by the *LABOUR GAZETTE* to be: "(a) To promote greatest unity of thought, sympathy, and purpose between women workers of all classes, parties, and creeds; (b) To further the application of the Golden Rule to society, custom and law."

INTERNATIONAL LABOUR ORGANIZATION

Canadians Address ILO Conference

Government, Worker and Employer Delegates all participate in debate on ILO Director-General's Report. Seventy-four countries represented at 43rd Session

The head of the Canadian delegation, the Canadian Worker Delegate to the 43rd Session of the International Labour Conference, which opened on June 3, have all spoken in the debate on the ILO Director-General's report. Seventy-four of the eighty ILO member countries have sent more than 800 representatives to the meeting: 276 delegates and 530 technical advisers.

Head of the Canadian delegation is George V. Haythorne, Assistant Deputy Minister of Labour. The Worker Delegate is Stanley Knowles, an Executive Vice-President of the Canadian Labour Congress, and the Employer Delegate is W. A. Campbell, Vice-President and Secretary, Canadian Westinghouse Company Limited.

Commenting on the opinion expressed in the Director-General's Report that recessions result largely from insufficient demand for goods and services, Mr. Haythorne said that this analysis was not entirely adequate to explain the relatively high level of unemployment in Canada over the past two years. "There was only a slight decline in general demand in Canada over this period," he pointed out.

"A more important factor was an increase in the labour force much larger than usually occurs."

Mr. Haythorne reminded delegates that at last year's conference a resolution concerning measures to promote employment and action against unemployment was submitted by the Government of Canada. The resolution, adopted by the Conference with only one opposing vote, had been observed in both spirit and letter by the Canadian Government.

He told the Conference of the National Winter Employment Conference held last July and of the Municipal Winter Works Incentive Program under which the federal Government during the winter months paid half of the total wage cost on projects undertaken by municipal governments that would not normally have been carried out during the winter.

The program, in effect from December 1, 1958 to May 31, 1959, provided employment for more than 40,000 workers on-site, and many more off-site, on a large number of individual projects throughout the country, he reported.

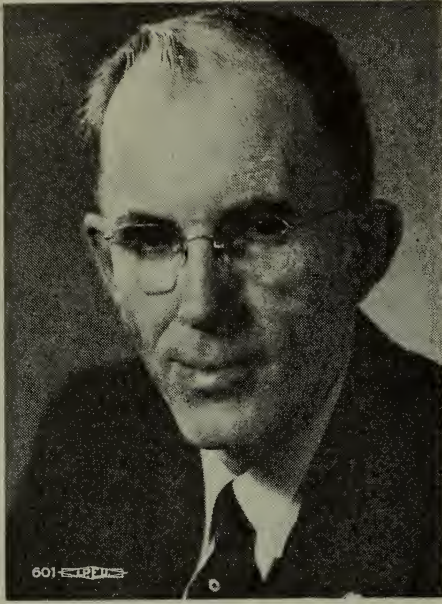
Substantial moneys were made available by the federal Government to the housing industry, thus helping to have a record number of houses built in 1958.

Social security payments had been increased; fiscal policies had been amended and continued efforts had been made to liberalize and expand international trade.

Such measures, along with those taken by companies, industries and other groups, had made a positive contribution towards increasing employment which, following a slight dip in 1958, had continued to increase for some months until it was once again at a record level.



—Garnet Hollington, NFB
George V. Haythorne



—Rapid Grip and Batten.

Stanley Knowles

In answer to references to Canada's unemployment made by other speakers—"including some delegates from Eastern European countries"—Mr. Haythorne noted that the Canadian Government, in common with a number of others, has, in co-operation with industries and those who work in them, amassed much more experience over recent years in dealing with ups and downs in economic activity on one hand, and with providing a large measure of support to those who find themselves without jobs on the other.

"These improvements in dealing with economic and employment fluctuations are being made, moreover, without any basic interference with individual freedom. The measures taken are also providing and bringing about a growing confidence on the part of Canadians that it is possible to deal with such matters effectively without individuals' suffering the hardships of earlier years," he declared.

At the end of his address, Mr. Haythorne announced that the Canadian Parliament had, in June 1959, expressed its approval of the Abolition of Forced Labour Convention, 1957, adopted at the Conference two years ago.

Stanley Knowles

Mr. Knowles, the Worker Delegate, also spoke of employment and unemployment in Canada.

During the winter of 1957 to 1958, he noted, unemployment reached what was at

that time a postwar peak. The usual substantial pick-up in the summer months did not materialize during 1958 and by November there were 65,000 more Canadians out of work than there had been a year earlier. In the early months of the past winter the number of jobless continued to increase and in January 1959 a new postwar unemployment record was created: there were 538,000 persons without jobs and seeking work, or nearly 9 per cent of the labour force.

One change from the "regular" unemployment pattern had occurred during the year, Mr. Knowles observed. "The peak period of unemployment in 1959 occurred some weeks earlier than has usually been the case". It appeared, he said, that the movement out of the depth of the recession was under way.

There was, however, a very substantial portion of Canada's labour force without work, he said, and quoted from the CLC's brief to the Cabinet in January this year (L.G., March, p. 246).

We are not willing, and we do not think governments or employers or the public should be willing, to accept mass seasonal unemployment as an inevitable feature of the Canadian economy. We cannot and will not accept the doctrine that governments are helpless in the face of unemployment.

In its memorandum to the Government, the CLC had also dealt with "the efforts that have been made to pin the responsibility for inflation on labour," Mr. Knowles continued. "We believe it is high time to call a halt to the popularly accepted legend that labour's legitimate demands for a better life are the cause of all the economic ills of our time.

"Let us instead expose to public scrutiny certain factors that really produce inflation, such as administered prices and the credit and investment policies of our non-banking financial institutions," he said.

In our part of the world we have rising unemployment and rising prices, he noted, which economists have taught us to believe do not go together. The economists' definition of inflation—too much money chasing too few goods—may have to be changed, he suggested. "Today's inflation is a case of our people not having enough money to buy back the abundance of goods they are producing."

Those of us who advocate higher wages and shorter hours; those of us who advocate higher pensions and the extension of public services in health and education are not proposing measures that will wreck our economy. These are measures that will do what has to be done; they will help to distribute today's abundance. They are measures that will make our economy work, and, best of all, they will make it work to meet human needs.

Because they know that only by raising living standards the world around can we make democracy secure and achieve a peace that will last, Canadian workers urge participation in "vast and imaginative programs of assistance to underdeveloped areas".

Speaking on the portion of the Director-General's Report dealing with the acceptance of trade unions, Mr. Knowles noted that in Canada a very substantial number, perhaps the majority, of legitimate employers and the majority of provincial governments—"which in our country have jurisdiction over labour relations for a large proportion of our people"—have accepted the existence of legitimate trade unions as a normal and appropriate feature of our economic and political life.

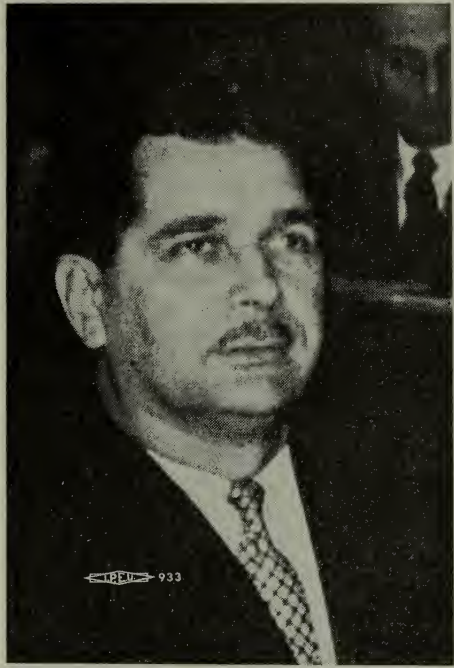
"However, I am sorry to say that in this year 1959 we in Canada are still engaged in the battle for legal recognition and for the right to bargain collectively with some of our powerful corporations."

He noted that Canadians had for many years prided themselves on the fact that by and large the battle for union recognition had been won in Canada; that Canadians are proud of their democratic institutions, of the high degree of political consciousness prevailing in the country, of the fact that many Canadian employers recognize that trade unions are permanent fixtures, and of the fact that the official position of all the political parties gives full recognition to the right of labour to organize in independent and free trade unions.

This past year, however, has witnessed a concentrated attack on the rights of labour in Canada. Although it is still not possible to deny workers the formal right to organize and bargain collectively, new administrative and legislative devices have been concocted which make a mockery of the very principles of freedom of association and free collective bargaining established by long practice in our country and codified in ILO Conventions and Recommendations.

Canada's Worker Delegate referred "in particular" to the decertification by Newfoundland legislation of the International Woodworkers of America and the legislation that "virtually gives the Government the authority to outlaw certain unions" in that province. He also referred to the enactment in British Columbia of a bill "aimed at making strikes ineffective, prohibiting the publication of information about unfair labour practices of employers and laying unions open to damage suits for the acts of any member... This bill incorporates the presumption of guilt on the part of unions until the opposite is proven."

The very principle of consultation with labour, "which we have come to regard



W. A. Campbell

as an accepted practice in Canada" is being challenged, Mr. Knowles declared. "Interpretations are being given to the term 'consultation' which in effect nullify this long established practice in the relations between government and organized labour."

W. A. Campbell

The Employer Delegate, W. A. Campbell, said that any form of compulsory union membership in collective agreements, including compulsory check-off, should be prohibited by law.

Compulsory union membership, he stated, is of very grave concern to employers and employees, including trade union members, and to the general public in Canada "because it involves a serious infringement of human rights".

The speaker thought that the Director-General might have gone further in his Report this year, and made it abundantly clear that the ILO believes that it is a basic human right for all individuals not to join, as well as to join, a trade union.

The right not to join is a necessary corollary of the right to join—for without a right *not* to join there can be no such a thing as a right *to* join. Moreover it might have been stated that no trade union should have the right arbitrarily to deny membership or employment to an individual anywhere in the world.

This aspect of union security, compulsory union membership, is one that transcends the ordinary collective bargaining relationship between employers and employees. The right of

freedom of association and the right to employment are fundamental human rights. It is inconsistent with the concept of democracy and civil liberties that they should be threatened or denied by private contract as they are in Canada and other countries.

The controversy over compulsory union membership in the United States and the concern with this issue in other countries, to which the Director-General referred in his Report, is ample evidence of the need for legislative and social action, he continued.

"As I have said, the problem is not confined only to these countries. It exists in Canada, where, I might add, a further problem may be created by the advent of a new political party sponsored and organized by labour."

This raises a further question concerning human rights he said. "When labour financially supports a particular political party using unions' funds obtained by compulsory methods, such disposition of the dues of individual union members is indeed questionable. In the face of labour's attempt to organize a political party in Canada, the President of one of our largest employers' organizations and other management spokesmen have already indicated that employers will be ill-disposed to continue to collect union dues under compulsory check-off arrangements if some of the money is to be used to establish and support the new political party."

Mr. Campbell described as a progressive step the shift in emphasis in the ILO from the traditional activity of standard-setting to technical assistance, education and promotion activities, "for which there is a recognized need today".

Canadian employers have noted that the establishment of an institute for the purpose of providing a centre for the ILO's educational program is also being considered. "And we share in the compliment to Canada in the appointment of a former Canadian Minister of Labour, Hon. Milton Gregg, VC, as a special consultant in the organization and establishment of the proposed institute," he said.

Mr. Campbell reiterated the opinion of Canadian employers that it should be sufficient to hold sessions of the Conference once in every two years instead of annually.

U.S. Secretary of Labor

Speaking during the debate on the Director-General's Report, the Secretary of Labor of the United States, James P. Mitchell, told the delegates that although the

U.S. economy was "again operating at record levels and although our unemployment is receding, we are still confronted with the problem of maintaining reasonably stable prices, while we attain the economic growth necessary for full employment and higher living standards".

Mr. Mitchell said that in the United States they recognized that the simultaneous achievement of their goals depended on the attitudes and actions of workers, and the unions that represented them, and of the attitudes and actions of employers as well as of governments.

"But we are aware from the discussion here and elsewhere that reconciling growth, full employment, and price stability is a problem that challenges every country and every economy. And we know that lasting solutions can be found only by the full collaboration of free workers, independent managements, and their governments."

Conference President

Erik Dreyer, Permanent Secretary, Ministry of Social Affairs in Denmark, was unanimously elected President of the 43rd Session. Mr. Dreyer, who has represented his country at ILO meetings for several years, has taken part since 1924 in 23 International Labour Conferences.

In his address to the Conference, Mr. Dreyer referred to the ILO's "potential influence to promote better labour-management relations". He said there was a need for better co-operation between those engaged in production as workers and as managers in all countries, irrespective of differences in their political and economic institutions.

"For the so-called underdeveloped countries," he went on, "this question of co-operation is of vital interest, and the other countries are bound to do their best to help them in solving their problems. The more developed countries should put their own experience at the disposal of the others, but at the same time they should not lose sight of the fact that they themselves have by no means achieved a final solution. Much remains still to be done in this field in the more developed countries, and they too need the help of the ILO in this matter.

"The ILO's role is, as I understand it, not to secure acceptance of any particular system of industrial relations, but to promote a better understanding of methods of co-operation and an exchange of experience between different countries."

Appeals Board Gives Communist Delegates Right to Vote

Against the opposition of the non-Communist delegates of the Employers' Group at the International Labour Conference, the Appeals Board set up by the Conference on the recommendation of the ILO Governing Body decided to seat employer delegates from the Communist countries as voting members of the Conference technical committees. These countries were the U.S.S.R., Czechoslovakia, Albania, the Ukraine, Byelorussia, Bulgaria, Poland, Hungary, Rumania and Yugoslavia.

As a result of the decision, Pierre Waline of France, Chairman of the Employers' Group, who stated that he was speaking "on behalf of the free employers attending the Conference," announced that he and his colleagues considered that they could no longer take part in the proceedings of the committees.

Hitherto the non-Communist employers by virtue of their majority have refused to allow the Communist delegates to represent the employer group in the technical committees of the annual conference. Until last year the Conference met the difficulty by giving these employer delegates deputy membership of the committees without the right to vote.

The Appeal Board consists of five persons of "internationally recognized independence and impartiality"; they are appointed for a period of three years. Three of the five

are chosen each year by the Governing Body to decide on objections raised by delegates whose groups have not appointed them to the voting sections of the technical committees of the Conference. On the appeal of a delegate, the Board can seat not more than two additional delegates in the voting section of any technical committee.

The five members of the Appeals Board were: Emil F. Sandstrom, formerly Judge of the Supreme Court of Sweden, Member and formerly Chairman of the International Law Commission of the United Nations; Dr. Caracciolo Parra-Pérez, formerly Minister of Foreign Affairs of Venezuela, Member of the Supervisory Commission of the League of Nations from 1923 to 1935; M. K. Vellodi, Indian Ambassador to Switzerland and formerly Chief Minister of Hyderabad; René Cassin of France, Vice-President of the *Conseil d'Etat*, Member and formerly President of the United Nations Commission on Human Rights; and Sir Hector Hetherington, Principal and Vice-Chancellor of the University of Glasgow. The first three formed the Board this year.

The Appeals Board stated that the principle applied in its decision is "that of equality of treatment for all members of the Conference in respect of full participation in the work of the committees of the Conference".

Conference Rejects Credentials of Hungarian Delegation

The International Labour Conference overwhelmingly rejected the credentials of Government, Worker and Employer Delegates of Hungary, and of their advisers.

The vote to reject the credentials of the Government Delegates was 145 to 70, with 38 abstentions. The credentials of the Employer Delegates were rejected by a vote of 153 to 64, with 30 abstentions, and those

of the Worker Delegates by a vote of 146 to 62, with 29 abstentions.

An earlier motion to hold in abeyance any decision concerning Hungarian Government Delegates was defeated by a vote of 182 to 38, with 35 abstentions.

In all three rejections, the required two-thirds majority was obtained.

At the seventh session of the ILO Coal Mines Committee (L.G., June, p. 607), a delegate protested that although 95 per cent of Canadian coal miners were members of the United Mine Workers, the delegates at the session representing Canadian workers were from other unions.

The letter from the ILO Director-General, the complaint pointed out, had requested that workers' representatives be from organizations that had as members a substantial proportion of the workers in the industry.

Although the objection was ruled out of order, the Canadian Government Delegate

made a statement in which he said that Canada had followed the provisions of the ILO Constitution, which stipulates that non-government delegates shall be chosen in agreement with industrial organizations that are most representative of employers or workpeople. The Canadian Labour Congress, as the most representative labour organization in Canada, had been consulted and the two representatives nominated by it had been accepted.

However, he reported, a protest by the United Mine Workers had been referred to the Congress for consideration.

TEAMWORK in INDUSTRY

Jack Breadner, President of the Breadner Company Limited, Hull, Que., which employs 60 to 80 men and women in the manufacture of costume jewellery, souvenirs and club pins, believes that full co-operation between management and labour is essential for the success of an expanding enterprise.

He further believes that a committee in which representatives of management and labour can come to grips with production problems is of prime importance in plant operations.

The committee at Breadner, which was formed in 1953, is so much a part of the company that Mr. Breadner states, "We don't think we could stay in business without it."

Problems brought up for discussion at committee meetings range over a broad field including plant efficiency, safety, new products, housekeeping and new machinery and equipment. Many good ideas and suggestions are put forward at the meetings, and a large majority of them are used.

The committee made its biggest contribution in the spring of 1957, when the company moved from its old location in Ottawa to the new plant in Hull. According to Ernie Proulx, production manager, much of the planning and all of the difficulties encountered were handled by the committee.

Bill Behan, committee member and President of Local 4170 of the United Steelworkers of America, asserted that the union supports the committee and is particularly pleased with its activity in matters affecting plant safety.

* * *

Group planning is used extensively by the LaSalle, Que., engineering firm of Peacock Brothers Limited, manufacturers of a widely diversified line of industrial and marine equipment. Company operations receive substantial assistance from three active labour-management committees dealing with safety and fire prevention, job method improvement and production.

General Works Manager J. G. Wilkie explains the extent of committee functions at Peacock Brothers in this way: "The over-all philosophy of labour-management co-operation has been the guiding influence behind my own endeavours as director of the company's manufacturing divisions."

Mr. L. Brown, chief production engineer, described the Joint Production Committee as a two-way channel for the exchange of ideas and information on mutual problems.

"Our committee's functions include any activities which will assist improvements in production, the submission of useful suggestions, the conservation of raw materials, the care of tools and equipment, and matters of a like nature," said Mr. Brown.

The company is opening a new valve manufacturing plant in July, and industrial engineer Jack Larocque cited the perfection of its layout by the Job Method Improvement Committee as being one of the major achievements of labour-management co-operation at Peacock Brothers. Another project undertaken by the group resulted in a 20-per-cent increase in the output of the valve manufacturing department.

The majority of the 600 employees at Peacock Brothers is in favour of joint consultation. Said Emile Piché, President of Local 63 of the International Association of Machinists: "What we achieve means as much to me as to the company."

Mike Chiasson, superintendent of the valve department, remarked that the saving in time and money was considerable, and that what labour-management co-operation accomplishes in months might take years by other means.

Jean Juneau, ex-Secretary of Local 63, stated that members of the Joint Production Committee feel free to express their opinions. He added that improved methods lead to improved working conditions, time to try new products, lower costs, increased sales—and more jobs for more people.

Frank Wright, machinist, felt that labour-management discussions prevented uncertainty and confusion and promoted team spirit by making employees feel they were on a team.

Commenting on the fact that management at Peacock Brothers encourages employees to speak their minds, Mr. Larocque said: "High morale in industry and business is fostered best by providing employees with an opportunity to act as partners in the enterprise, and the freedom to express opinions. I know of no better means to achieve this goal than through the use of labour-management committees."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for four days during May. The Board issued five certificates designating bargaining agents, ordered two representation votes, rejected three applications for certification, granted one application for revocation of certification, and revoked an order to bargain collectively. During the month the Board received ten applications for certification, one application for revocation of certification, and allowed the withdrawal of six applications for certification.

Applications for Certification Granted

1. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of dockmen and drivers employed by Sabre Freight Lines Limited, based at and working in and out of its terminal at Burnaby, B.C. (L.G., June, p. 610).

2. Maritime Airline Pilots Association, on behalf of a unit of service and maintenance employees of Maritime Central Airways Limited, Charlottetown, P.E.I. The International Association of Machinists intervened (L.G., June, p. 610).

3. Canadian Air Line Flight Attendants' Association, on behalf of a unit of stewards and stewardesses employed by Pacific Western Airlines Ltd., Vancouver Airport, B.C. (L.G., May, p. 474).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of licensed personnel employed aboard tugs owned and operated by Foundation Maritime Limited, Halifax, N.S. The Seafarers' International Union of North America, Canadian District, intervened (L.G., May, p. 474).

5. International Association of Bridge, Structural and Ornamental Iron Workers, Local Union No. 720, on behalf of a unit of structural steel erectors and fabricators employed by the Dominion Bridge Company Limited at Hay River, N.W.T. (L.G., June, p. 611).

Representation Votes Ordered

1. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, applicant, and R. M. Williams, Yellowknife, N.W.T., respondent (L.G., May, p. 474). The vote affected a unit of truck drivers, swambers and mechanics (Returning Officer: D. S. Tysoe).

2. General Drivers Local Union 989 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Atomic Energy of Canada Limited, respondent (L.G., May, p. 474). The vote affected a unit of employees working in the company's plant laundry at Chalk River and in its town hospital laundry at Deep River (Returning Officer: G. A. Lane).

Applications for Certification Rejected

1. United Steelworkers of America, applicant, and Uranium Truck Lines Limited, respondent (Improvement District of Elliot Lake, Ont.) (L.G., April, p. 388). The application was rejected for the reason that the Board does not have jurisdiction.

2. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, applicant, and Frame & Perkins Limited, Yellowknife, N.W.T., respondent (L.G., May, p. 474). The application was rejected for the reason that it was not supported by a majority of the employees affected.

3. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 927, applicant, and Hill the Mover (Canada) Limited, Dartmouth, N.S., respondent (L.G., May, p. 474). The application was rejected for

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

the reason that the applicant had no members in good standing within the meaning of Section 15 of the Board's Rules of Procedure.

Application for Revocation of Certification Granted

The Board granted an application for revocation of certification affecting Norman Jensen, *et al*, applicants, C. A. Fraser Limited, Toronto, Ont., respondent, and the Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (L.G., June, p. 612).

Order to Bargain Collectively Revoked

During the month the Board, following reconsideration of a complaint referred to it by the Minister of Labour under Section 43 of the Act affecting the National Association of Marine Engineers of Canada,

Inc., complainant, and Transit Tankers and Terminals Limited, respondent, revoked the order issued in April 1959 requiring the respondent company to bargain collectively with the complainant (L.G., June, p. 610).

Applications for Certification Received

1. United Steelworkers of America on behalf of a unit of production employees of Northspan Uranium Mines Limited, Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).

2. United Steelworkers of America, on behalf of a unit of office employees of Pronto Uranium Mines Limited, Algoma Mills, Ont. (Investigating Officer: A. B. Whitfield).

3. Canadian Air Line Pilots Association on behalf of a unit of pilots employed by Pacific Western Airlines Ltd., Vancouver Airport, B.C. (Investigating Officer: G. R. Currie).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

4. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of longshoremen and freight handlers employed by the Canadian National Railways at Mulgrave, N.S. (Investigating Officer: D. T. Cochrane).

5. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard tugs owned and operated by Foundation Maritime Limited, Halifax, N.S. (Investigating Officer: D. T. Cochrane).

6. International Union of Operating Engineers, Local 796, on behalf of a unit of boiler, vacuum pump, and compressor operators, employed by Pronto Uranium Mines Limited, Algoma Mills, Ont. (Investigating Officer: A. B. Whitfield).

7. Seafarers' International Union of North America, Canadian District, Licensed Division, on behalf of a unit of marine engineers employed by the Northland Navigation Company Ltd., Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

8. Dominion Canals Employees' Association and Seafarers' International Union of North America, Canadian District, joint applicants, on behalf of a system-wide unit of employees, with the exception of the Cornwall Canal, of The St. Lawrence Seaway Authority (Investigating Officer: B. H. Hardie).

9. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of pulpwood loaders employed by the P.E.I. Produce Company Limited at Mulgrave, N.S. (Investigating Officer: D. T. Cochrane).

10. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of drivers, helpers, and warehousemen employed by Thompson's Transfer Co. Ltd., operating in and out of its terminals at Halifax and Middleton, N.S. (Investigating Officer: D. T. Cochrane).

Application for Revocation of Certification Received

John Wood on behalf of J. S. Broda, et al, applicants, and the National Association of Marine Engineers of Canada, Inc.,

respondent, and Northland Navigation Co. Ltd., Vancouver, respondent. The application was for the revocation of the certification issued by the Board in January 1954 to the National Association of Marine Engineers of Canada, Inc., in respect of a unit of marine engineers employed aboard vessels operated by the company (L.G. 1954, p. 410).

Applications for Certification Withdrawn

1. Corporation of Port Weller-Sarnia Marine Pilots, applicant, and the Shipping Federation of Canada, respondent (L.G., Jan., p. 49).

2. International Longshoremen's and Warehousemen's Union, Local 506, applicant, and The Canadian, British, and Foreign Steamship Group of the Deepsea Section of/and as represented by the Shipping Federation of British Columbia, respondent (L.G., June, p. 610).

3. Seafarers' International Union of North America, Canadian District, applicant, The St. Lawrence Seaway Authority, respondent, and Canadian Brotherhood of Railway, Transport and General Workers, intervener (L.G., June, p. 611).

4. Dominion Canals Employees' Association, applicant, The St. Lawrence Seaway Authority, respondent, Canadian Brotherhood of Railway, Transport and General Workers, intervener, and Seafarers' International Union of North America, Canadian District, intervener (L.G., June, p. 611).

5. Cornwall Local Council of the Civil Service Association, applicant, The St. Lawrence Seaway Authority, respondent, Canadian Brotherhood of Railway, Transport and General Workers, intervener and Seafarers' International Union of North America, Canadian District, intervener (L.G., June, p. 612).

6. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Murray Marine Services Ltd., Sointula, B.C., respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., June, p. 612).

Cconciliation and Other Proceedings before the Minister of Labour

Cconciliation Officers Appointed

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Northern Transportation Company Limited, Edmonton, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: D. S. Tysoe).

2. J. C. Malone and Company Limited, and Three Rivers Shipping Company Limited, Three Rivers, Que., and International Longshoremen's Association, Local 1846 (Conciliation Officer: Remi Duquette).

3. Poole Construction Company Limited, Whitehorse, Y.T., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. S. Tysoe).

4. Eldorado Mining and Refining Limited (Metallurgical Research Laboratories), Ottawa, and the Civil Service Association of Canada (Conciliation Officer: T. B. McRae).

5. Hill The Mover (Canada) Limited, Vancouver, and General Truck Drivers and Helpers Union, Local 31 (Conciliation Officer: G. R. Currie).

6. Northspan Uranium Mines Limited (compressor operators), Elliot Lake, and International Union of Operating Engineers, Local 796 (Conciliation Officer: F. J. Ainsborough).

7. Lee's Transport Limited, Vancouver, and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605 (Conciliation Officer: G. R. Currie).

Settlements Reported by Conciliation Officers

1. British Columbia Telephone Company and Federation of Telephone Workers of British Columbia (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 613).

2. Lake St. Jean Radio Station CFGT and The Syndicate of Employees of CFGT (Conciliation Officer: C. E. Poirier) (L.G., June, p. 613).

3. Allied Aviation Service Company of Newfoundland, Limited and Trans-World Airlines, Inc., and Canadian Air Line Despatchers Association (Conciliation Officer: Rémi Duquette) (L.G., June, p. 613).

4. National Harbours Board, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: Rémi Duquette) (L.G., June, p. 613).

5. George Burchill and Sons, British Canadian Pitwood Ltd., Geo. Cook, W. S. Anderson Co. Ltd., Chatham Industries Ltd., W. S. Loggie Co. Ltd., E. F. Malkins Ltd., M. F. Esson and Sons, Miramachi Lumber Co. and Miramachi Trades and Labour Union, Locals No. 2, 3 and 4 (Conciliation Officer: H. R. Pettigrove) (L.G., June, p. 613).

6. Northern Cleaning Agencies, Inc., Montreal, and Building Service Employees' International Union, Local 298 (Conciliation Officer: Rémi Duquette) (L.G., May, p. 476).

7. Robin Hood Flour Mills Limited, Moose Jaw, and Local 201, United Packing-house Workers of America (Conciliation Officer: J. S. Gunn) (L.G., May, p. 477).

8. Westmount Moving and Warehousing Limited, Montreal, and Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier) (L.G., April, p. 391).

9. Gill Interprovincial Lines Limited, Vancouver, and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605 (Conciliation Officer: D. S. Tysoe) (L.G., May, p. 477).

10. Robin Hood Flour Mills Limited, Saskatoon, and Local 342, United Packing-house Workers of America (Conciliation Officer: J. S. Gunn) (L.G., March, p. 272).

11. Lake Shore Lines Limited, Lachine, Que., and Seafarers' International Union of North America, Canadian District (Conciliation Officer: Rémi Duquette) (L.G., Sept. 1958, p. 980).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in April to deal with a dispute between Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union, Local 506, Vancouver (L.G., June, p. 613) was fully constituted in May with the appointment of W. E. Philpott, Vancouver, as Chairman. Mr. Philpott was appointed in the absence of a joint recommendation from the other two members, C. George Robson and William Stewart, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in April to deal with a dispute between Canadian Pacific Railway Company (Eastern, Prairie, and Pacific Regions) and Brotherhood of Railroad Trainmen (L.G., June, p. 613) was fully constituted in May with the appointment of His Honour Judge J. C. Anderson, Belleville, as Chairman. Judge Anderson was appointed on the joint recommendation of the other two members, J. W. Long, QC, Montreal, and the Hon. A. W. Roebuck, QC, Ottawa, who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in April to deal with a dispute between Trans-Canada Air Lines, Montreal, and Canadian Air Line Pilots Association (L.G., June, p. 613) was fully

constituted in May with the appointment of Hon. Mr. Justice Edouard Tellier, Montreal, as Chairman. Mr. Justice Tellier was appointed in the absence of a joint recommendation from the other two members, T. R. Meighen, QC, Montreal, and the Hon. A. W. Roebuck, QC, Ottawa, who were previously appointed on the nomination of the company and union respectively.

Board Reports Received

1. Northland Navigation Company Limited, Vancouver, and National Association of Marine Engineers of Canada, Inc. (L.G., June, p. 613). The text of the report is reproduced below.

2. Canadian Broadcasting Corporation, and National Association of Broadcast Employees and Technicians (L.G., Nov. 1958, p. 1287). The text of the report is reproduced below.

Settlements Reached following Board Procedure

1. Stanleigh Uranium Mining Corporation, Elliot Lake, and Elliot Lake-Stanleigh Office Workers' Union, Local 1574, Canadian Labour Congress (L.G., May, p. 479).

2. Westward Shipping Limited MV *Brit-american* and National Association of

Marine Engineers of Canada Inc. (L.G., May 1958, p. 496).

3. Westward Shipping Limited MV *Brit-american* and Canadian Merchant Guild, Inc. (L.G., May 1958, p. 496).

4. Canadian Broadcasting Corporation, and National Association of Broadcast Employees and Technicians (see above).

Special Industrial Inquiry Commission Appointed

Polymer Corporation Limited, Sarnia, and Oil, Chemical and Atomic Workers International Union, Local 16-14 (L.G., June, p. 614). A stoppage of work occurred March 19, 1958. F. J. Ainsborough, Toronto, appointed Industrial Inquiry Commission, April 17. F. J. Ainsborough's commission terminated on May 11 and Eric G. Taylor, Toronto, appointed Special Industrial Inquiry Commission on May 15.

Conciliation Board Proceedings Terminated

C. A. Fraser Limited, Toronto, and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., June, p. 613). Union decertified as bargaining agent by Canada Labour Relations Board (see page 718).

Report of Board in Dispute between

Northland Navigation Company Limited, Vancouver
and

National Association of Marine Engineers of Canada, Inc.

The Board of Conciliation and Investigation established in the matter of the above dispute was composed of E. B. Clark, nominee of the Company, John Berry, nominee of the Association, and W. H. Morrow, Chairman, who was nominated by the other members of the Board.

Owing to the inability of the president of the Company, Capt. H. J. C. Terry, to attend meetings immediately after the setting up of the Board, an extension of time to May 22 for the Board's report was granted by the Minister.

The Board met to hear presentation of briefs and argument by the parties on May 4, and held a further meeting on May 5, at which time, as there seemed some hope of getting the parties to reach agreement, the Board adjourned to allow time for conferences with representatives of the Association and the Company. Owing to developments beyond the Board's concern, progress

along these lines was not possible. The Board accordingly resumed its meetings, to hear further argument and rebuttal, and to decide on recommendations.

We regret that it has not been possible for the members of the Board to agree on unanimous recommendations. This report is therefore submitted by the chairman and the nominee of the Association. The Company's nominee will, we understand, send in a minority report.

A long series of negotiations, first between the parties themselves and later under a conciliation officer, had failed to bring agreement on wages and overtime. In addition, at the first meeting of the Board, the Company objected to the Association's proposals on Annual Vacations, payment for work on refitting and general overhaul, duties of a senior engineer on such work, and the effective dates of the agreement.

During May, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between the National Association of Marine Engineers of Canada, Inc., and Northland Navigation Company Limited, Vancouver.

The Board was under the chairmanship of W. H. Morrow, Vancouver, who was appointed by the Minister on the joint recommendation of the other two members, E. B. Clark, and John Berry, both of Vancouver, nominees of the company and union respectively.

The Majority Report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the chairman and Mr. Berry. The Minority Report was submitted by Mr. Clark.

The Majority and Minority Reports are reproduced here.

Regarding annual vacations, the Association proposes vacation pay for employees in their first year of 2 per cent of gross earnings during the year, 4 per cent of gross earnings during the second and succeeding years, and 6 per cent for those with 15 or more years' service. These proposals seem reasonable in view of generally accepted practice, and we recommend that they be included in a new agreement.

Refitting or general overhaul is done on a 24-hour basis, to get vessels back into service as soon as possible. Much of the work is done, we are informed, by workers brought in for the purpose. If engineers are on duty during hours when the other workers are receiving overtime pay, it seems reasonable that the engineers should also receive overtime, and we so recommend.

The Association proposes that during overhaul the engineer on a ship having three or more engineers shall supervise only, and not be required to use tools. While this might be practicable with large vessels with a big engineroom crew, we cannot recommend it for this Company's fleet.

Another proposal presented in the Association's brief, though there is no evidence that this point had been a matter of previous negotiation, asks that three oilers be added to the engineroom crew on the *Alaska Prince*. The Company states that with the installation of new engines on this ship neither firemen nor oilers are now needed. Under these circumstances we cannot recommend the addition of an oiler on each watch. We suggest that the parties consider whether some additional help for the engineers, such as a day man available when required, might be advisable, but we have no definite recommendation.

Coming now to the matter of overtime, there is evidently a variety of arrangements in force with various shipping companies on the British Columbia coast. Certainly an engineer is entitled to extra pay for overtime work, and the proposal of one and one quarter times the regular rate is not excessive. We recommend that this be the general rate for overtime, subject to modification in special circumstances as mutually agreed on, this rate to take effect from the time of signing the new agreement.

The chief point in dispute, which has extended negotiations over many months, is the wage scale. The Association has based its proposals on the principle that there should be equality of pay between engineers below the class of Chief Engineer and corresponding deck officers. There has been a differential in the pay received by these two groups on the Company's ships. The Company refuses to give any consideration to such a principle of equality in pay according to rank. They state that deck officers on this Company's ships are required to do certain paper work and carry responsibilities apart from the ordinary duties of deck officers.

From the point of view of the Association the situation has been complicated by an agreement concluded by the Company with the Canadian Merchant Service Guild, bargaining agent for the deck officers, which agreement the Association claims has increased the differential already existing. Following the signing of the agreement referred to, the Association modified its previous proposal on wages, asking for increase big enough to bring the equality they wish.

The Company on the other hand refuses to consider any such principle of comparison between two groups doing quite different work, and bases its proposals on wages on their willingness to give increases similar to those given to members of the Association by their competitors. They refer particularly to the B.C. Coastal service of the Canadian Pacific Railway Company, and the British Columbia Packers, who operate ships and barges along the coast.

We cannot accept the Association's proposal that equality in pay between engineers and corresponding deck officers should prevail as a universal practice. While both are licensed groups who have special training and qualifications, varying conditions with different companies seem to justify some variations in wage scales between the two groups. We accept the evidence that there is such equality in the majority of cases, but differentials do exist, and the

evidence presented has not convinced us that the principle of equality should necessarily apply in this case.

Neither can we accept the Company's claim that the wage scale for their engineers should be determined by the increase granted to the members of the Association by the Canadian Pacific or the B.C. Packers. In such negotiations arguments based on what so-called competitors have done are frequently used, sometimes by employers, sometimes by employees, in different circumstances; and usually there are just as strongly opposed as valid arguments by the other side.

There are many differences between the operation of the Canadian Pacific fleet and that of Northern Navigation Company which we do not need to elaborate—differences in proportion of passenger and freight travel, in the effect of competition from air travel, in the staffing of vessels, in the areas served. There are also differences in so-called fringe benefits enjoyed by the employees of the two companies.

Many considerations affect the terms of agreement a union may decide to accept with a certain employer; and undoubtedly a union may accept terms with one employer that it would not be prepared to accept in negotiations with another company.

The final proposal presented by the Association asks for an increase of approximately 24 per cent over two years. The Company has proposed an increase of 17 per cent over three years. In both cases the percentages are intended to apply to the wage scale in effect in the latter part of 1958, a temporary increase having been paid by the Company in January, 1959.

After full consideration we recommend an increase over the above-mentioned wage scale of 20 per cent, a first increase of 10 per cent to be effective from September 1, 1958, and a similar increase to take effect on September 1, 1959; and we recommend that the new agreement take effect as from September 1, 1958, and continue in effect until August 31, 1960.

Dated at Vancouver, B.C., May 21, 1959.

(Sgd.) W. H. MORROW,
Chairman.

(Sgd.) JOHN BERRY,
Member.

MINORITY REPORT

The Board of Conciliation and Investigation established in the matter of the above dispute was composed of W. H. Morrow,

Chairman, John Berry, nominee of the Association and E. B. Clark, nominee of the Northland Company.

The Board held several meetings, the first on May 4, to hear presentation of briefs and argument by the parties concerned. The Association's brief indicated that their first demands covering wages and overtime represented an increase of as much as 70 per cent, spread over two years. With such unrealistic demands, many months were lost with no accomplishment.

When the Association revised its demands several months later, it was generally known that the contract dispute with the C.P. Coast Steamship Service of the Canadian Pacific Railways would be carried to conciliation, and as the Association's revised demands were still considered excessive, practically all Steamship Companies refused the demands pending a conciliation recommended in the case of the above named Company.

The Northland, however, continued its efforts to reach agreement with the Association, and at the same time or nearabouts negotiated with the Canadian Merchants' Service Guild bargaining agents for Deck Officers, and finally reached an agreement around the end of the year providing for a 20 per cent increase in wages spread over two years from September 1, 1958.

There is a little doubt that an agreement could have been reached with the Association on the same basis but they would not consider it; not only did the Association refuse but on the other hand increased their demands from those previously named.

The Northland was now faced with the situation of increasing the wages of the Deck Officers as per agreement and continuing the old contact with the Engineers at the lower rate indefinitely. Being anxious to maintain the good relations with all its employees which has long existed, the Company increased the wages of its Engineers beginning January 1 this year by 10 per cent, being the same rate of increase as called for in the agreement with the Deck Officers. This payment of 10 per cent was intended to apply against any increase agreed upon at a later date.

It has been generally recognized by shipping men operating on this coast, that a wage settlement however arranged for C.P. Coast Steamship Service vessels establishes a pattern for other companies. This Company's boats are the largest and by far the best equipped and their engineers require higher qualifications than are demanded by most other companies; for example, all first and second engineers must

possess first class certificates, third and fourth engineers second class certificates, and junior engineers fourth class certificates.

The vessels of the Northland Company are comparatively small, and their standards for engineers are very much lower. Just why it should be considered proper that the Northland should pay a larger increase to its Engineers than the C.P. service or the Blackball Ferries, which is the only comparable Company, with the C.P. in boats and service, it is hard to understand. Up to now it has been just the reverse, and rightly so.

While negotiations were in progress with the Association the Northland acquired two CPR coastal vessels, the *Princess Norah* renamed the *Canadian Prince* and the *Princess of Alberni* renamed the *Nootka Prince*. The new owners continued these vessels on their usual runs and operated them under the wage contracts with their former owners.

As an example of how the Association sought to deal with the Northland, I would mention that the latest offer of the Association called for a wage to the Chief Engineer of the *Canadian Prince* formerly *Princess Norah* of \$575 per month by August 1, 1959, while at the same time a contract with the Canadian Pacific Coast Service had been signed providing for a wage of \$503 for the Chief Engineer by September 1, 1960 covering a vessel in the same class and size as the *Canadian Prince* and had carried the same wage scale in the old contract.

Another company which parallels the Northland service is the Packers Steamship Co., they operate several vessels from Vancouver to Prince Rupert with a long list of points of call exactly similar to the Northland. In addition to the cargo carried by the vessels they are required to tow a loaded covered barge of 500 tons capacity, and to discharge same with the ships gear; this increases their earning capacity and on account of increased power which their vessels carry they are enabled to maintain as fast a service as the average freighter.

These vessels should carry at least the wage scale for engineers as high as that demanded of the Northland vessels of similar size, but for some reason not explained by the Association each of the Packers vessels are permitted to operate under contract with two engineers of six hour watches, as against three engineers of four hour watches on the Northland vessels. Further, a comparison of the figures covering wages on the new contract covering Packers vessels shows clearly that

the rates are much lower for these vessels than those paid by the Northland; in fact the Engineers' payroll is about \$300 per month less on each Packer's vessel than on similar vessels of the Northland.

These facts were not easily appreciated by the Chairman and Mr. Berry as they have had no experience in operating vessels and appeared unwilling to go into the matter of comparisons. The writer with 35 years experience in operating vessels on this coast had no trouble recognizing the great differences that exist in the wage scale covering similar vessels operating in the same line of trade.

There is beyond doubt no uniformity in the wage scale set by the Association even by their own standards, and this is a very unsatisfactory state of affairs.

While I cannot agree that the Northland should be required to pay a larger increase in wages than any other company, and believe that the Board should have been thoroughly satisfied with the Company's offer to pay as much as the C.P. Coast Service, however, as I consider the interests of the employees and their relationship with the Company of paramount importance, which might be in some way affected by the smaller increase to the Engineers than that provided for the Deck Officers, I approve and recommend that 10 per cent advanced to the Engineers on January 1 constitute the rate to be paid them from September 1, 1958 until September 1, 1959 when a further increase of 10 per cent be given them for another year. For the same reason I approve and recommend that the increase in overtime rate granted to the Deck Officers apply equally to the Engineers from September 1, 1958.

I recommend that no agreement be signed between the Association and the Northland unless and until the issue of bargaining rights as raised by the Engineers has been settled. While the Board may have no authority in this matter, nevertheless any recommendation covering a new contract which ignores this situation which has lately arisen, could easily produce more trouble than a new agreement would cure.

On all other matters of dispute such as the supplying of three firemen for the *Alaska Prince*, which request by the Association was only made as an after-thought, was not in the original or in the amended demands, carries no merit and if implemented would be equivalent to carrying an oiler on every private automobile on our streets. The engines are self-lubricated and the Chief Engineer of the vessel is reported to have stated that he had no idea what he would use an oiler for.

The Northland Company has enjoyed excellent relations with their employees over a considerable period, this fact can be verified easily. For the Company to sign a new contract with the Association while its position as bargaining agents is, to say

the least, clouded, would accomplish no good purpose, and I recommend strongly against it.

Dated at Vancouver, B.C., May 30, 1959.

(Sgd.) E. B. CLARK,
Member.

Report of Board in Dispute between

Canadian Broadcasting Corporation

and

National Association of Broadcast Employees and Technicians

Your Board of Conciliation, consisting of H. Brooke Bell, QC, Corporation Nominee, and Guy M. Desaulniers, Union Nominee, with His Honour Judge J. C. Anderson, as Chairman, met with the parties at a number of meetings in Ottawa. These meetings occurred on November 11, 1958; November 22, 1958; January 16, 1959; February 12, 1959; February 13, 1959 and February 14, 1959.

The Corporation was represented by the following:

Clive B. McKee, Manager, Industrial Relations; Guy Coderre, Manager of Personnel, Montreal; M. A. Harrison, Assistant Manager, Industrial Relations; W. A. Duffield, Assistant Operations Engineer; John W. Brooke, Counsel.

The union was represented at these meetings by the following:

George W. Smith, International President; Eugene P. Klumpp, International Vice-President; G. Taylor Byrne, International Executive Vice-President; Eldon Wilcox, Executive Vice-President, ARTEC, an affiliate of NABET; Timothy J. O'Sullivan, Regional Director and Director of Network Affairs (Canada); Rene Lessard, President, Local 62, Montreal; Orval McGuire, President, Local 71, Toronto; F. Harold Wadsworth, President, Local 74, Ottawa; Jacques Souliere, Vice-President, Local 62, Montreal; Karl Enke, Master Steward, Local 71, Toronto; Bryan Edward, Secretary, Local 71, Toronto; Edward B. Jolliffe, QC, Canadian General Counsel.

At the sittings of the Board previous to February 12, 1959, the time was taken up by the presentation of briefs by the Corporation and the union, and the replies, written and oral, thereto. On February 12, the parties completed their oral submissions to the Board, and from noon on Thursday, February 12, throughout the rest of that day, and all of Friday, February 13 up until past midnight, and all day on Saturday,

February 14, the Board was engaged with the parties in an attempt to conciliate the many issues that were referred to it as being in dispute.

At the close of proceedings before the conciliation officer, the following were the issues between the parties which were then outstanding:

1. *Wages*—(a) General Wages, Classifications, Automaticity.
2. Vacations.
3. *Paid Holidays*—Observance of four Holy Days in the Province of Quebec as holidays within the meaning of Article 23.1 of the agreement.
4. Area differential.
5. Hazard Pay.
6. No strike-breaking clause.
7. Existing Benefits.
8. Job specifications.
9. Union security.
10. Term of agreement.

From the time of the conciliation officer's report until the meetings of the Board on February 12, 13 and 14, 1959, certain articles shown on the list above as being in dispute had been tentatively agreed upon.

At the conclusion of the Board's efforts at conciliation, both parties came together before the full Board, and the Corporation

During May, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between the National Association of Broadcast Employees and Technicians and the Canadian Broadcasting Corporation.

The Board was under the chairmanship of His Honour Judge J. C. Anderson, Belleville, Ont., who was appointed by the Minister on the joint recommendation of the other two members, H. Brooke Bell, QC, Toronto, and Guy M. Desaulniers, Montreal, nominees of the company and union respectively. An addendum to the report was submitted by Mr. Bell.

The texts of the report and the addendum are reproduced here.

and the union each put forward proposals for the settlement of all outstanding matters. The Corporation's proposals at the conclusion of the Board for the settlement of all the then outstanding matters, may be stated in summary form as follows:

Proposal A

1. All articles as tentatively agreed, as listed in Corporation document dated September 9, 1958, except Article 21 "O/T Computation" which is to be as in present agreement.

All articles as tentatively agreed in package on January 14, 15 are set.

2. Agree to raise top of IIC equivalent to top of IIB.

3. Agree to add 2 steps IA scale of annual basis so that additional 2 steps as of July 31/58 would be \$3,045, \$3,255.

4. Agree to senior TV assistant IC on merit at discretion of Management—start \$3,415—first year \$3,637—second year \$3,859.

5. Article 23 (with reference to vacations and holiday pay) as in present agreement. (Delete Union proposal Art. 25.1.1.).

6. Art. 67 (with reference to existing benefits and privileges) as in present agreement provided that

(a) Holy Days will be paid until December 31/59 on basis of CBC—NABET minute dated November 12/58;

(b) Letter of agreement is signed by both parties agreeing that from and after January 1/60 there will be no pay for said Holy Days unless they are proclaimed statutory holidays under Art. 23.

7. Wages:

		1958=	Top of IIB
		100	\$4,836
Aug. 1/58	3% increase on present rates retroactive on basic only	103	\$4,981
May 1/59	3% increase on present rates not compounded	106	\$5,126
Feb. 1/60	3% increase on then rates	109.18	\$5,280
Oct. 31/60	Agreement expires (27 months).		

Proposal B

1. All Articles as tentatively agreed to date.

2. Same as in Proposal A.

3. do.

4. do.

5. do.

6. do.

7. Wages:

		1958=	Top of IIB
		100	\$4,836
Aug. 1/58	1½% increase on present rates retroactive on basic only	101.50	\$4,909
May 1/59	3% increase on present rates	104.50	\$5,054
Feb. 1/60	3% on then rate	107.64	\$5,206
Oct. 31/60	Agreement expires (27 months).		

It will be seen that Proposal A is the same as Proposal B, with the exception that Proposal A takes out of the articles tentatively agreed upon under document dated September 9, 1958, Article 21, which has to do with the computation of overtime, whereas Proposal B carries forward the full list of matters tentatively agreed upon in Corporation document dated September 9, 1958, and does not except Article 21, having to do with the basis of the computation of overtime.

The proposal which the Union put forward at this last meeting of the Board of Conciliation is set forth hereunder, in the same numerical order as that contained in the Corporation's Proposal A, and shortly stated is as follows:

Union Proposal

1. All articles as tentatively agreed upon without exception.

2. As in Company Proposal A.

3. do.

4. As in Company Proposal A with the addition of the words "as of July 31/58".

5. As in Company Proposal A.

6. As in Company Proposal A EXCEPT that Holy Days will be paid until Oct. 1/60.

7. Subject to No. 1 above, as in Company Proposal 4.

Additional item:

Group III to be open to announcer operators on merit basis at option of management. Present rule re promotion to Group III on merit basis at discretion of management but providing that by the end of 1959 at least 50 per cent of technicians regularly engaged in maintenance work (including those now in Group III) shall be in Group III.

It will be seen from a comparison of these proposals, that the union and the Corporation had, before the Board of Conciliation, reached agreement with the exception of two minor matters, on all differences except that of wages, and that the difference between the parties with respect to wages was 1½ per cent for a contract which has a term of 27 months.

Since the basis of settlement of all outstanding issues as proposed by the Corporation was not acceptable to the union, and likewise, the counter-proposal of the union was not acceptable to the Corporation, each party just before the adjournment of the Board proceedings, withdrew the proposals.

The Board met in Belleville in executive session on March 7, 1959, and spent some time going over the material and exchanging views on the issues upon which the Board is called upon to recommend.

The Board unanimously recommends that the proposals itemized above as numbers 1, 2, 3, and 5, in the Corporation's offer, which were tentatively agreed upon by the Union at the last meeting of the Board, should be accepted by both parties and incorporated in the new agreement.

Under the Corporation's proposal number 4, it agreed to senior TV assistant IC on merit at discretion of management—start \$3,415—first year \$3,637—second year \$3,859, and the union was in agreement with this proposal, except that it wished added to it the words “as of July 31, 1959”. The Board unanimously recommends that the parties accept the Corporation proposal under item 4, with the addition thereto of the following words: “as of the date of signing of the new collective agreement.”

The union was in agreement with Corporation proposal number 6, except that it requested that Holy Days be paid until October 1, 1960, and the Corporation had proposed that they be paid only until December 31, 1959. The Board unanimously recommends that the parties agree to the Corporation proposal number 6, amended to read as follows:

“Article 67 (with reference to existing benefits and privileges) as in present agreement, provided that

- (a) Holy Days will be paid until April 30, 1960 on basis of CBC—NABET minute dated November 12/58;
- (b) Letter of agreement is signed by both parties agreeing that from and after April 30, 1960 there will be no pay for said Holy Days unless they are proclaimed statutory holidays under Article 23.”

The union, in their final counter-proposal as found above, requested that Group III be open to announcer operators on merit basis at option of management. Present rule re promotion to Group III on merit basis at discretion of management but providing that by the end of 1959 at least 5 per cent of technicians regularly engaged in maintenance work (including those now in Group III) shall be in Group III.

While the Board sees some merit in the union's request, it is not prepared to recommend its acceptance by the Corporation for incorporation in the forthcoming collective agreement.

Item 7—Wages:

It will be noticed that in respect to wages, the Union was prepared to accept an increase in wages as follows:

		1958=	Top of IIB
		100	\$4,836
Aug. 1/58	3% increase on present rates retroactive on basic only	103	\$4,981
May 1/59	3% increase on present rates not compounded	106	\$5,126
Feb. 1/60	3% increase on then rates	109.18	\$5,280
Oct. 31/60	Agreement expires (27 months).		

Provided that all articles as tentatively agreed upon be also, without exception, agreed upon by the Corporation, but the Corporation only advanced this proposed settlement on the wage matter on the understanding that the previously agreed tentative understanding under Article 21, overtime computation, was to be dropped by the Union and the former basis of overtime computation revived.

In short, the difference between the Corporation and the union on the item of wages was 1½ per cent.

It appeared to the Board that if the wage increase back to August 1, 1958, had been agreed to by the Corporation at 3 per cent, and if during the term of the contract there had been additional increases at intervals of a further 3 per cent, and a further 3 per cent, making 9 per cent in all, the union would have had no serious objection to lengthening the term of the contract to 32 months.

In the Corporation's proposals, and the union's counter-proposal as set out above, it appears that at the conclusion of the Board's meetings with the parties, they both would have agreed, if other terms had been satisfactory, to a contract expiring October 31, 1960, or in other words, a 27-month contract.

The Majority of the Board recommend that the issue of wages be settled on the following basis:

		1958=	Top of IIB
		100	\$4,836.00
Aug. 1/58	2% increase on present rates retroactive on basic only	102	\$4,932.72
May 1/59	3% increase on present rates not compounded	105	\$5,077.80

Feb. 1/60 3% increase on
then rates 108.15 \$5,237.75
Oct. 31/60 Agreement expires
(27 months).

Mr. Desaulniers, the Union Nominee, is dissenting on a recommendation of an increase of 2 per cent on August 1, 1958, 3 per cent on May 1, 1959 and on the other 3 per cent on February 1, 1960, and also on the expiry date of the agreement. Mr. Desaulniers is recommending the following increase:

Aug. 1, 1958—4 per cent increase on present rates retroactive on basic only.

May 1, 1959—3 per cent increase on present rates not compounded.

Feb. 1, 1960—3 per cent increase on then rates.

March 31, 1961—Agreement expires (32 months).

From August 1, 1958 up to August 1, 1958, the cost-of-living index has increased in the amount of 5.1 per cent and the increase in the cost of living is still going up. The employees, on account of this increase in the cost of living, are receiving less in real wages than they were receiving when they signed their last agreement. In fact, without a first increase of 5.1 per cent, the employees will never recover what they have lost in their real wages.

Taking into consideration that he also recommends an increase of 3 per cent on May 1, 1959 and another 3 per cent on February 1, 1960, he believes that an increase of 4 per cent from August 1, 1958 is justified in the circumstances. Although the employees will not recover their real loss, they will, with such a recommendation recover part of it and an increase of 4 per cent retroactive to August last will compensate, at least in part, for the increase in the cost of living since August 1956.

He believes that there is an increase in real earnings to the employees only after the entire increase in the cost of living has been fully provided for.

Brooke Bell, the Company Nominee, on the other hand, entirely disagrees with the Union Nominee, especially his remarks with reference to the cost of living and points out that the Union conceded in its Brief that wage increases in the CBC have exceeded the increase in the cost of living in the past five years. While Mr. Bell can see no justification for a general wage increase he has been persuaded by the attitude of the parties and after consultation with the other members of the Board that a settlement is no likely to be reached unless an increase is granted. He has accordingly signed the Report and added

his comments by way of addendum which is attached hereto.

Dated at Belleville, Ont., May 4, 1959.

(Sgd.) J. C. ANDERSON,
Chairman.

(Sgd.) H. BROOKE BELL,
Member.

(Sgd.) GUY M. DESAULNIERS,
Member.

ADDENDUM TO REPORT

After much consultation with the other members of this Board I have agreed with, and signed the Report of the Chairman, His Honour J. C. Anderson. I have done so with some reservations and partly because of the extraordinary ability, wide experience and sound judgment of the Chairman. In order to assist the Minister of Labour to the best of my ability I comment on some of the issues between these parties which came before the Board.

As is so often the case, in disputes between Management and Labour, the question of wages transcended all other issues. The parties presented a mass of information to the Board concerning vacations, union security, holidays, including Roman Catholic Holy Days in Quebec, hazard pay, job specifications, automatic wage increases, overtime and other items. Some of these areas of dispute were resolved in the course of the discussions before the Board but no over-all settlement was achieved.

In coming to a conclusion as to whether or not the wage structure of a company is fair, reasonable and adequate, a member of a board has few tools to work with. One yardstick he may use is a comparison of the wage scale under consideration with that of other companies. In doing so one must be mindful of the "fringe benefits" which are part and parcel of the wage structure. These benefits are, in some cases, costly to the company and of definite monetary value to the employees. It will be useful therefore to set out here the fringe benefits included in the CBC-NABET agreement. They are as follows:

Automatic annual wage increases.

Annual vacation with pay—three weeks.

Cumulative sick leave with pay—three weeks annually.

Special leave with pay—12 days in each year, cumulative.

10 statutory holidays, more in some provinces.

Guarantee of 40 hours pay per work week.

Pension plan with dependants' insurance and life insurance—contributory.

Retiring leave with pay up to six months' salary.

The cost of these benefits (as computed by the Corporation) is 21.4 per cent of the basic pay roll. It will be seen therefore that for every \$100 an employee receives by way of basic pay he receives \$21.40 in unseen but valuable benefits.

The Board carefully examined the whole wage structure of the Corporation. The employees are divided into six main groups, of which group IIB is by far largest, containing, as it does, nearly three-quarters of all the employees in this unit. In that group a man's starting rate is \$3,187 per year and he progresses automatically for the next 7 years to a yearly rate of \$4,836. The increase amounts to \$1,649 or slightly over 50 per cent, an average yearly increase of about 7 per cent. These progressive increases are "built in" and quite apart from any "across the board" gains the union might achieve through negotiation.

Thus, when considering this wage structure, one must be conscious of this automatic feature which is constantly moving the wage rates up merely by reason of the passage of time. The CBC is difficult to compare to any privately owned industrial company or in fact to any other employer in Canada. Comparisons submitted by the parties were at such variance, that I do not consider them helpful.

Another approach to analysis of a wage structure is to compare the trend of wage rates over a period to the trend of the cost of living. The consumer price index is accepted as the indicator of the movement of the cost of living, but one must be very wary as to the most accurate indicator of the movement of wages. The Union conceded that wage increases in the CBC have exceeded increases in the cost of living in the past five years. I have considered the relative merits of the various indices and have concluded that for the purposes of this Report, the median salary index of technicians in group IIB, as put forward by the Corporation, is as accurate an index as can be found. A comparison of this index with the C.P.I. affords no justification for such a general wage increase as the Union suggests.

Holy Days in the Province of Quebec

The CBC employees in this union enjoy 10 statutory holidays with pay. In addition to these, the employees in the Province of Quebec enjoy as paid holidays four Roman Catholic Holy Days, namely, All Saints Day, Epiphany, Ascension Day and Immaculate Conception Day. In October 1956 the

Archbishop of Montreal decreed that, while these four days are still days on which the faithful must attend Mass, it will no longer be obligatory to abstain from work on those days. Accordingly the Corporation discontinued observance of these days as paid statutory holidays. Subsequently the union lodged a grievance which went before an arbitration board which held that these four Holy Days were not statutory holidays. If the arbitration award had stopped there the Corporation would have been justified. Two Members of the Arbitration Board however held that, because of the provisions of Article 67 of the collective bargaining agreement in which the Corporation recognizes the benefits and privileges enjoyed by the employees prior to 1953 and agrees that it will not modify such benefits in a manner that discriminates against employees in the bargaining unit, the Corporation must continue to pay for these Holy Days. The Corporation is now on the horns of a dilemma as if it continues to pay the 700 employees in the Province of Quebec the employees in the other provinces will feel that they have been discriminated against, and on the other hand if the corporation ceases to pay for these Holy Days the Quebec employees will feel that they have been deprived of something which they have received in the past. The Corporation computes the annual cost of paying for the four Holy Days at \$24,000 and states that less than 10 per cent of employers in the Montreal area observe these days as paid holidays. It seems to me that a compromise on this issue is called for and I concur in the recommendation contained in the attached Report.

Statutory and Declared Holidays

If a CBC employee works on a statutory holiday he is paid 2½ times the basic rate. On a holiday "declared" by the Corporation he is paid "double time". If the holiday falls on his day off, the union submits that he should receive "triple time". This does not seem equitable to me and I do not recommend this change.

Annual Vacations

An employee of the CBC enjoys a 3-week annual vacation. The union proposed a fourth week for employees of 15 years' seniority.

The present vacation seems adequate to me and having in mind the 10 statutory holidays and special leave provisions in this agreement I am not inclined to recommend this additional week of vacation.

(Continued on page 744)

LABOUR LAW

Report of Royal Commission on N.S. Workmen's Compensation Act

Report of Mr. Justice McKinnon recommends considerable number of changes in present Act and in its administration but does not propose any alteration in Act's fundamental principles. Many recommendations given legislative effect

The Royal Commission report of Mr. Justice McKinnon on the Nova Scotia Workmen's Compensation Act, which was tabled in the Legislature in February, recommended a considerable number of changes in the present Act and in its administration but did not propose any alteration in the fundamental principles of the Act.

Besides recommending increases in scales of compensation, including an increase from 70 to 75 in the percentage of earnings on which awards for disability are based, the Commissioner proposed certain changes in Part III of the Act, which covers the fishing and dredging industries. These would bring benefits more into line with those provided under Part I (the collective liability system). Under Part III, employers in fishing and dredging are not liable for Part I assessments. Instead they are made individually liable for the payment of compensation, with a limit of liability for claims arising out of any one accident, and are required to carry insurance to cover possible liabilities.

Many of the Commissioner's recommendations were given legislative effect at the recent session of the Legislature.

Compensation in Nonfatal Cases

Maximum Earnings—In nonfatal cases, Mr. Justice McKinnon recommended that the maximum annual earnings base on which compensation is computed should be increased from \$3,000 to \$3,600. He thought \$3,600 was a "reasonably realistic" amount, in view of the fact that the general level of wage rates had been steadily rising and that the average weekly industrial wage and salary in Canada on February 1, 1958, was \$60.23 (an average of \$3,131.96 per year), and one which would not unduly discriminate against the wage-earning capacities of the workmen of the province.

Percentage of Earnings—Mr. Justice McKinnon also recommended that awards of compensation should be based upon 75

per cent of the workman's average earnings. In his opinion, a 75-per-cent base (which is used in every other province in Canada) was more representative of present conditions, taking into consideration increases in living costs and wage levels since 1956, when the 70-per-cent base was adopted; and it would be likely to be a fairer division of responsibility in the future.

Labour urged before the Commission that the percentage rate should be increased or eliminated entirely, because any lesser amount than 100 per cent of earnings "is inadequate and places the injured workman in the position of being penalized for an injury for which in most cases he has no responsibility". Employers argued that, since compensation was not subject to unemployment insurance and income tax, progressive increases in the percentage rate would result in the injured workman eventually receiving his pre-accident wage, and, if the rate ever reached 100 per cent, the workman would be receiving a higher wage than before the accident, which would eliminate his incentive to return to work.

The Commissioner, pointing out that the Board must in good faith balance the interests of the respective parties, that the employer is not expected to be an absolute insurer, and that the workman must make a contribution to the scheme, observed:

The financial assistance made possible by the employer must not be so niggardly as to deter the workman's return to good health. It must not be so small as to unfairly remunerate the workman who will be permanently disabled from his fair share of earning power, insofar as that can be determined at the time of the accident. Nor is it ever to be so large as will permit the workman to make a profit, i.e., earn more under compensation than he was receiving prior to the accident.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

I agree with Labour that such items as income tax and unemployment insurance contributions are quite apart from the problem in point and need not be considered. I agree with employers that complementary benefits like medical aid and rehabilitation services should be considered as part of the contribution being made by them.

Computation of Average Earnings—Mr. Justice McKinnon noted that, in order to make a compensation award, the Board was required to determine the average earnings of the workman in the 12 calendar months previous to his injury, and under existing legislation was given wide powers to compute average earnings in the manner that is "best calculated to give the rate per week, or month, at which the workman was remunerated".

Not all workmen are employed for a full year; others move from one employment to another. The Board has power to decide uncertain cases when the exact rate is unknown by accepting the rate of remuneration which would have been earned by a person employed with the same employer during the whole of the previous 12 months. In cases where there was no similar employment the Board may consider what a "person in the same grade employed in the same class of employment and in the same locality" would have received. In addition, the Act provides that, "Where in any case it seems more equitable, the Board may award compensation, having regard to the earnings of the workman at the time of the accident".

In the Commissioner's view, the Board must be given a broad discretion in this area in order that the least injustice may be done to both workmen and their employers. He considered that to compute earnings on the basis of the income of the workman during the 30 days before the accident, as had been suggested before the Commission, was to take too short a period, and that a period of 12 months (as in several other provinces) might be too long. He suggested that the Board should compute the wages of the workman for the six months previous to the accident and this sum should then be multiplied by two to give the average annual earnings of the workman.

The Board is required under Section 65 (2) to disregard absences due to illness "or any other unavoidable cause". The Commissioner commented that, if there was any doubt whether "other unavoidable cause" included reasonable holidays, the legislation or practice of the Board should be amended to include them.

Minimum Compensation—Observing that "in the main the factors to be considered

in determining minimum amounts include wage levels, and particularly the cost of living to ensure that basic subsistence will be provided," the Commissioner recommended that the minimum compensation award for temporary total disability should be increased from \$15 to \$20 a week (or earnings, if less). No change was recommended in the minimum award for permanent total disability of \$100 per month.

Disfigurement, Desertion of Family, Lump Sum Settlements—Mr. Justice McKinnon suggested that the Board should be given authority to make awards for disfigurement which, in its judgment, impaired a workman's earning capacity, and that it should have power to divert any portion of a compensation award to a family which had been deserted by a disabled workman.

He thought that the Board should continue to have authority to make a lump sum settlement of a claim where impairment of earning capacity did not exceed 10 per cent but that in claims where the disability was adjudged in excess of 10 per cent, no lump sum settlement should be made unless requested and agreed to by the workman concerned.

Upward Revision of Disability Pensions—The report dealt at some length with proposed increases in former disability pension awards, in view of the increase in the cost of living in recent years. In this connection the Commission was told that a worker who suffered a leg amputation above the knee in 1936 received a maximum award of \$35.23 per month while for the same injury in 1957 a worker received a pension of \$104.12 per month. The Commissioner's conclusion, reached after long study of the question, was that "If previous nonfatal awards are to be increased in Nova Scotia, the money to do it should come from some source other than the Accident Fund". To come to any other conclusion would be to change the character of workmen's compensation to social legislation, the report said.

The report described the present procedure by which industry discharged its debt to the injured workman, in accordance with existing scales of disability awards and present formulae for assessing a workman's earning capacity, as "still the fairest, most equitable and efficient manner to give effect to the scheme and purpose of our legislation". It went on:

If we require the some six thousand industries covered by the Act to contribute the several millions of dollars necessary to make upward adjustments in past awards we would in effect be gearing industry's contribution to the uncertain economic cycles of the nation.

This is too great a variable. Industry would never know when it had acquitted itself of responsibility. If cost-of-living scales rise, greater contributions must be exacted. By the same token, if the cost of living became less, industry should expect workmen to accept a reduction in their pension awards. Surely industry has a right to know when it has paid its debts to injured workmen.

There is yet another problem. To assess existing industry for increases in past awards would mean that those industries must pay the price for accidents that may have occurred in industries now bankrupt, terminated or out of existence.

Or, if we think prospectively, how could we adequately ask industry to make contributions for future possible pension increases unless we require industry to pay a percentage of each year's assessment into a special fund designed for this purpose. Such a plan would presently place some of our industries in a precarious economic and financial position.

The Commissioner commented that similar conclusions had been reached by the Sloan Commission in British Columbia which reported in 1952 and by the Roach Commission in Ontario in 1950. The Commission knew of only one instance in which increases were made in "old" awards in nonfatal cases. This was done by a decision of the British Columbia Legislature in 1954.

The Commissioner recommended, however, that all workmen who had received pension awards before January 1, 1952 should be given the opportunity of being re-examined within a reasonable time, and that the Board should organize a program of periodic medical reviews at periods no longer than six years apart.

Waiting Period

Another change recommended by the Commissioner was a reduction in the waiting period. The report noted that to qualify for benefits under the Act a workman had to be disabled "from earning full wages" for a period of at least five days. Previous to 1953 the waiting period was seven days.

In the Commissioner's view, a waiting period was warranted as a part of the workman's contribution to the scheme of workmen's compensation but, in view of the present-day length of the work-week and general economic and social conditions, he thought that it should be reduced to four days. He did not think the argument that the increased costs of administration would be out of proportion to the amount of compensation awarded was borne out by the experience of other provinces, nor did he think that the reduction would lead to any greater possibility of malingering. In fact, Mr. Justice McKinnon said, "The Commission was impressed by the obviously sincere evidence given by scores of workmen who appeared before it relating how

they genuinely endeavour to return to work as quickly as possible after injury."

The Commissioner pointed out that the waiting period does not affect the receipt of medical aid. As soon as a workman is injured he qualifies for the medical assistance provided by the Board.

Compensation in Death Cases

The report recommended an upward revision of most of the benefits payable in death cases.

Burial Expenses—Stating that "A cursory examination of the costs of funerals indicates that our maximum award is insufficient to adequately assist with these expenses," the Commissioner proposed that the maximum allowance for burial expenses should be increased from \$200 to \$250 and that, as in most of the other provinces, the necessary expenses of conveying the worker's body to his place of residence should be paid. He suggested that, where death occurred outside Nova Scotia, the Board should have discretion to pay all or part of the transportation costs as it saw fit.

Widows' and Children's Pensions—Mr. Justice McKinnon thought that, "having regard to current living costs, wage levels and personal and family commitments," a widow's monthly payment should be increased from \$50 to \$60, and the award to each dependent child under the age of 16 years should be increased from \$20 to \$22.50 per month.

He could see no reason why a limit of five should be placed on the number of children for whom an allowance was payable and suggested that this limit should be removed. He considered that orphans' payments of \$30 each per month were fair and reasonable and should be unchanged. The lump sum payment to a widow, which was an arbitrary sum not determined by any particular formula, should be raised from \$100 to \$150.

Maximum Allowances for Widows and Dependent Children—As regards the "ceiling" on the monthly allowance payable to a widow or invalid widower and children, which since 1956 had been \$150, Mr. Justice McKinnon said he was firmly convinced that there should be a maximum base but suggested that it should be determined in the same manner as a non-fatal award.

He pointed out that the death of a workman is to his wife and family the equivalent of a permanent total disability to a living workman. It would be reasonable and logical, therefore, that the maxi-

mum that a widow and her family should receive would be the same pension that her husband would have received if he were forever totally disabled, that is, 75 per cent of his average earnings.

The Commissioner went on to say: "It would not be right to leave this problem with a maximum allowance alone. There must be a minimum below which the widow and family of a lower wage-earner cannot go. Industry owes this to workmen as part of its responsibility where the tragedy of death results."

He therefore recommended that:

1. The total award should be based upon the scales suggested in the report but should not exceed 75 per cent of the maximum earnings of the workman, calculated in the same manner as average earnings are in nonfatal awards.

2. If the total award exceeded the maximum amount noted above, the award should be reduced proportionately, but with the following minimums:

- (a) \$60, where the widow or invalid widower is the sole dependant.
- (b) \$82.50, where the sole dependants are a widow or invalid widower and one child.
- (c) \$105, where the sole dependants are a widow or invalid husband and two children, and \$12.50 for each additional child.

Common Law Wife—The report noted that the Act made no provision for an award to the common law wife of a fatally injured workman. It recommended that, where the Board pays a common law wife as a foster-mother until dependency ceases, it should be authorized to continue to pay benefits to her as if she had been the widow, and that if she married she should receive the same benefits as a widow receives on re-marriage.

Upward Revision of Former Awards to Widows—As with old pension awards to disabled workmen, the Commissioner said he could not recommend an increase in existing widows' awards from the Accident Fund, and indicated that government, not industry, should bear the cost of any increases.

If we are to be consistent in principle then industry paid its price at the time the award was made and should not be required to accept subsequent upward revisions caused by a changed economic pattern. . . . Increases in former awards are very much in the nature of community obligations. If the people of Nova Scotia are prepared to make upward revisions then they must be prepared collectively to pay the price. . . .

Industrial Diseases

The report noted that a workman whose disability or death resulted from an industrial disease listed in the Schedule was eligible for compensation provided he was employed "at any time within 12 months previous to the date of his disablement, whether under one or more employments," in one of the processes mentioned in the Schedule.

If the workman at or immediately before the date of disablement was employed in a process set opposite a disease listed in the Schedule, he was presumed to have contracted it from "the nature of that employment," unless the contrary were proved.

In the Commissioner's opinion, the Board did not have power under the existing terms of the Act to add diseases to the Schedule and he considered that it should be specifically empowered to do so. Accordingly, he recommended that the Board should be authorized to make regulations adding to the Schedule any disease, not previously named, which is peculiar to or characteristic of a particular industrial process, trade or occupation.

Coal Miners' Pneumoconiosis Added to Schedule—The Commissioner further recommended that coal miners' pneumoconiosis, which he described as being caused by inhaled coal dust combined with tuberculosis of the lung, should be added to the Schedule.

Evidence before the Commission indicated that the number of miners disabled by the disease was not great. To determine its actual incidence, the report proposed that a general survey with X-rays be made of all exposed workmen in coal mines, the cost to be borne by the Consolidated Revenue Fund of the province. The Commissioner made the further suggestion that all disability pensions payable to workmen who contracted coal miners' pneumoconiosis before January 1, 1959 should be paid from the provincial treasury.

Silicosis—In respect to the problem of silicosis, upon which the Commission consulted Dr. Andrew Riddell as "one of the foremost authorities in Canada on respiratory diseases in industry", the report made a number of specific recommendations:

1. In occupations in which silica dust conditions are known to exist and in which the employer does not require his workmen to be examined, the Board should be authorized to conduct examinations and to pay the costs out of the Accident Fund.

2. Consideration should be given to the granting of certificates to miners who are

exposed to silica dust and who upon examination are found physically suited for work in the industry.

3. A medical board of two doctors should be established, one of whom would be a recognized authority on dust diseases, to advise the Board on such matters and to be responsible for the renewal of miners' certificates. Another function of the medical board could be the carrying on of research into the prevention and treatment of pneumoconiosis.

Conditions of Entitlement to Compensation—In regard to entitlement to compensation for silicosis, Mr. Justice McKinnon said that, where a workman's only exposure to silica dust had been in employment in the province, he should be entitled to compensation, regardless of the duration of exposure. He would make it a condition, however, that to be entitled to any award, a workman must have been a resident of the province for the three years preceding disability. The Act presently provided, the report noted, that to be entitled to compensation a workman had to be exposed to silica dust in Nova Scotia industry for periods totalling at least five years preceding his disablement.

Subject to the three-year residence requirement, a workman who had been exposed to silica dust outside the province should receive benefits under the Nova Scotia Act commensurate with his disability, provided 50 per cent of his exposure had been in employment in the province. Where he was entitled to compensation in another jurisdiction, the award should be reduced by that amount. Where less than 50 per cent of total exposure had been in the province, the workman should be granted compensation for that portion of his disability considered to be the responsibility of Nova Scotia industry. Where applicable, these recommendations should apply to pneumoconiosis, the report said.

Time Limits for Filing Claims—Because of the difficulty of obtaining a diagnosis of the diseases, the Commissioner recommended that the time limit for filing claims for silicosis or pneumoconiosis should be extended from three to five years after the workman had ceased to be regularly employed. Alternatively, it should be one year after the disability had been diagnosed, and the Board should be permitted to make exceptions, under specified conditions.

Dust Control—The effectiveness of aluminium therapy as a means of counteracting the effect of silica dust was still in doubt, the report stated. There should be con-

tinuous effort to abate or control coal dust conditions where mechanical miners are used but to expect complete control of coal dust conditions "would clearly be to expect the impossible".

Other Diseases—The Commissioner rejected requests that rheumatism, arthritis, lung cancer, heart condition and golden staphylococcus should be included in the Schedule as industrial diseases, stating that they may be caused by a number of factors not related to employment. On this point the Commissioner commented:

Where a workman contracts a disease which is not listed in the Schedule and can prove that it is caused by the nature of his employment he is entitled to compensation. Where the causes of a disease are not in reasonable degree limited to the process involved in the workman's employment, it would seem to be reasonable that the burden of proving his claim should rest with him.

Neurosis—On the question of neurosis, which arose following the entombment of miners for extended periods in the Springhill disaster of 1956, the Commissioner cited the view of the Sloan Commission that an incapacitating neurosis occasioned by physical injury or even by shock alone was compensable as a personal injury by accident under the British Columbia Act. There would seem to be little doubt, the Commissioner said, that neurosis as described by the Sloan Commission was also compensable under the Nova Scotia Act.

Hernia—The Commissioner said that after "careful and detailed study" he had reached the conclusion that, where reasonable evidence is available to support a claim that a hernia has been brought about by employment in an industry covered by the Act, the workman should be compensated. He recommended inclusion in the Act of provisions similar to those in the Act of Manitoba.

Medical Aid

Repeal of Section 91—In his interim report on medical aid submitted to the Legislature in 1958 (included as an appendix to the main report), Mr. Justice McKinnon recommended the discontinuance of the medical aid plan in effect in the coal-mining industry in Cape Breton and, instead, coverage for miners under the medical aid provisions of the Workmen's Compensation Act. Under the plan (authorized by Section 91 of the Act) employees made weekly contributions, through a check-off from their wages, for medical and hospital care, and in return the employing company (the Dominion Steel and Coal Corporation)

made substantial payments annually to local hospitals and miners' relief associations. This arrangement, already existing when the Act went into force in 1917, had been allowed to continue, the report noted, since it had appeared to be more favourable to the miners than the limited hospitalization and medical coverage originally provided for in the Act.

Employees claimed that the plan did not supply complete coverage and was no longer more favourable to them than the medical aid provided by the Act. The Medical Society of Nova Scotia said that the section "allows a system whereby, under certain conditions, the workman is providing the entire medical aid for himself and his family out of his weekly pay", and urged that the Compensation Act should be uniform in the province in all respects. The company argued for retention of the system, stating that, in the event of repeal of Section 91, it would be forced to discontinue contributions to hospitals and the relief society.

In recommending repeal of Section 91, the Commission gave first consideration to the fact that, if Section 91 were retained, "a serious and grave inequity" would be condoned and continued. To retain Section 91, it said, would mean that the employees would continue to be bound, against their will, to an agreement "which for some years has not offered them the advantages which caused their entry into the original pact with the employer, and which offers less than they could obtain under the medical aid provisions of the Act".

The report noted that, with the present depressed condition of the coal industry, the company would find it difficult to meet the new assessment for medical aid added to an already "abnormally high" assessment. (The Dominion Coal Company now pays 44 per cent of the total assessment on industry in the province, and with its parent company, the Dominion Steel and Coal Corporation, pays more than 50 per cent of the total compensation assessment.) It hoped, however, that other recommendations of the report would "alleviate the burden of oppressive assessment on any depressed industry". (See "Assessments" below).

The Commission recommended continuation of an alternative plan of medical aid in operation at the steel plant of the Dominion Steel and Coal Company at Sydney. Under this plan, medical services, supplies and clinical care are provided by the company without check-off payments, and the company is entitled to a reduction

in its rate of assessment. It said that provision for medical aid plans of this type should be retained in any future revision of the Act.

Requests for Additional Medical Services—A request that the medical aid provided by the Board should include treatment by chiropractors, drugless practitioners and chiropodists was turned down by the Commission on the ground that there was no existing statutory regulation of the conduct of their practice. The provision of further medical services requested, such as the removal of infected teeth or tonsils, was already covered by Section 87 of the Act, which gives the Board full discretion as to the necessity, character and sufficiency of any medical aid furnished.

The Commission did not think a recommendation for additional compensation to pay the cost of providing special socks for artificial limbs and because of undue wear on clothing caused by artificial limbs was warranted. It pointed out that a basic principle of workmen's compensation was that a workman is not completely compensated for his disability. Neither could the Commission recommend that compensation be paid because of lost personal property, pointing out that only injury to the person was compensable.

Medical Fees—The Commission said that the Board should retain its general authority over fees for medical aid but recommended that the schedules of fees of the Medical Society of Nova Scotia and of the Dental Society should be the basis of payment for services authorized by the Board. It said that there appeared to be no good reason why hospital doctors who received honoraria from the provincial Government for the care of public charge patients should not receive reasonable fees from the Board for treatment of compensation patients.

Another recommendation was that the Board should provide by regulation for a committee consisting of two doctors and two members of the Workmen's Compensation Board and a chairman selected by mutual agreement or by the Lieutenant-Governor in Council to maintain liaison, and to arbitrate disputes, between the Board and the medical profession.

Notice to Workman's Doctor—It was suggested that, in the interests of good relationships, where a workman was referred to a specialist, his physician should be informed by the Board and advised of the results of such consultation.

Rehabilitation

Because of the vital importance of the work of occupational rehabilitation, the Commission considered that the amount to be spent yearly on such rehabilitation should be a matter for the discretion of the Board. Hence it recommended that the present limit of expenditures of \$20,000 per year should be removed.

It also recommended that rehabilitation should be made the responsibility of a full-time officer of the Board. It suggested that his duties would be to maintain close contact with employment agencies in order to find suitable employment for handicapped workers, to follow up all cases, and to supervise the publicity and public relations aspects of the Board's rehabilitation program.

Second Injury Fund

The report recommended that the Board should be empowered to make assessments to provide and maintain a "second injury fund" to deal with situations where a workman suffers successive disabilities, the total effect of which may be permanent total disability.

Using as an illustration the case of the loss of a remaining eye by a man blind in one eye, where the loss of the eyes occurred in separate employments for different employers, the Commissioner said:

There are numerous approaches to the problems. One is the "full responsibility" approach wherein the second employer is solely liable; "apportionment" where each employer pays for the loss of an eye in his employment; and the "second injury" fund which ensures that the employee receives the full disability benefits but reimburses the employer for a portion of the cost.

The report noted that the fund was created and maintained by an assessment upon all industries, and thus the cost was spread over all classes instead of being charged to one.

Assessments

In its submission to the Commission, the Dominion Steel and Coal Corporation argued against any increases in assessment rates, pointing out that, as the largest employer of labour in the province, it paid almost half of the total assessment levied. Any increase in compensation costs would become a direct increase in costs of production and would make it more difficult to maintain its competitive position in export markets. It was pointed out that the compensation rate for the industry had been increased in order to wipe out a deficit accumulated by other operations in Class I

(which includes other mining and quarrying as well as coal mining), a deficit for which Dominion Coal operations were not responsible.

The report recommended that, in view of the great importance to the provincial economy of stable coal-mining operations, the Board should be authorized to establish a Special Fund to pay any deficit in the account of any coal-mining employer in Class I. Further, it recommended that the Board should be empowered to fix "a suitable rate of assessment" for any such employer when the financial position of the employer warranted the setting of a reduced rate.

Right of Action

The Commission said that Section 47 of the Act, which now prevents an injured workman, his dependants or his employer from bringing an action against any other employer covered by Part I, should be amended to add the words "his servants or agents," thus excluding managerial and supervisory employees of the employer from liability to suit. In making this recommendation, the Commission commented "It would indeed be an unpleasant deterrent to the employment of foremen and supervisors if they are to be liable for actions brought by workmen while their employers are not".

Coverage

The Commissioner recommended that volunteer firemen and employees of hospitals, nursing homes and veterinary hospitals should be brought within the elective coverage of the Act. He suggested that the municipal corporation within the boundaries of which the volunteer fire department was located should be deemed to be the employer, and that earnings of volunteer firemen for compensation purposes should be the same as those of a permanently employed fireman, with a maximum of \$3,600.

No change was recommended regarding policemen, municipal employees, executive and office personnel, domestic servants, outworkers and farm labourers. The Commissioner considered that the Act provided adequate coverage for municipal employees, and that the other groups could be included on the application of the employer, a procedure which appeared to be satisfactory.

Mr. Justice McKinnon said that the main reason against his recommending compulsory coverage for farm workers was not the considerable administrative difficulties involved but the fact that farmers could presently secure coverage for their workmen "in a manner sufficient to meet existing

needs". He suggested, however, that, with increasing mechanization of farms, the question of coverage of farm workers should be reviewed at reasonable intervals.

Fishing and Dredging—Part III of Act

Because of the "inadequate benefits" provided for fishermen and their dependants under Part III and of its "cumbersome procedure" for the processing and settlement of claims, the Commission gave serious consideration to the question of whether Part III should be repealed and the fishing industry again placed under Part I (the general provisions) of the Act.

Under Part III, which was added to the Act in 1928, following a series of fishing and dredging disasters, employers are relieved from assessment under Part I and are required to insure their liability with reliable underwriters. Compensation under Part III does not include medical aid or burial expenses but is otherwise payable on the Part I scale. Claims are adjudicated by the County Court. When a County Court Judge makes an award, the owner or insurance carrier is required to deposit the capitalized value of the award with the Workmen's Compensation Board, which thereafter administers the payments.

In oral and written submissions to the Commission, fishing vessel owners and operators strongly expressed the view that Part III should be retained, but that benefits should be increased as nearly as possible to the level of benefits under Part I. In view of their "strong representations," the Commission recommended that Part III with amended provisions respecting benefits and procedure should be continued for a further period of five years. During such time, it was suggested, the organizations concerned would have ample opportunity to ascertain what the effects on the fishing industry would be if it were brought under Part I.

The Commission recommended that Part III should be amended to increase the limit of liability for claims arising out of any one accident from \$50,000 to \$200,000 per vessel and to increase from \$1,200 to \$2,000 the earnings of fishermen deemed to be wages as a basis for compensation in case of accident. The report said that wages should be deemed to be \$2,000 per year unless a workman could prove a greater income, with a maximum limit of \$3,600, as recommended under Part I.

The Commission further recommended that awards under Part III should include a sum required to provide educational benefits to a child from his sixteenth birthday to the end of the school year in which his

eighteenth birthday falls, as provided for under Part I.

In the interests of a more simplified procedure, the Commission proposed that the Board rather than the County Court should be empowered to adjudicate Part III claims and that it should be allowed to add to the capitalized value of any award a suitable amount to cover its administrative expenses.

Finally, the report recommended that persons employed in the sealing industry should be covered by Part III of the Act.

Administrative Matters

On matters of administration, the report made several recommendations. The Commissioner suggested that a branch office of the Board, staffed by a medical officer and other personnel, should be established at Sydney, the centre of the industrial area of Cape Breton.

In order that all claims should be given the fullest investigation, the report recommended the creation of a Junior Review Board, as in Ontario, to operate on the level between the Claims Officer and the Board. The Ontario procedure is that the Junior Review Board, which consists of the Board's solicitor as chairman, the Chief Claims Officer and the principal Medical Officer, examines the claims which have been disallowed by a Claims Officer. Should a claim be considered unacceptable by the Junior Review Board, it is submitted to the members of the Board itself for consideration and final decision. Thus no claim would be rejected until it had been examined on three administrative levels.

Mr. Justice McKinnon recommended also the appointment of a Board solicitor who might, he suggested, serve as chairman of a Junior Review Board, if one were set up, and perform other advisory and supervisory duties. He commented that the Board solicitor played an important role in many jurisdictions.

The Commissioner suggested that the provision of stamped, self-addressed form envelopes on which the workman would be required merely to indicate the nature of the injury and the doctor's name and to sign would make for more prompt reporting of accidents. He also recommended that the Board should provide by regulation that, where there is unreasonable delay on the part of the doctor in filing reports as required, the Board may refuse to pay the doctor for his services.

With regard to salaries, the report recommended that the Board should be authorized to fix the remuneration of members of its

(Continued on page 751)

Legal Decision Affecting Labour

Ontario Court of Appeal confirms ruling of Ontario High Court ordering Labour Relations Board to hear employer's application for decertification of union

On December 15, 1958, the Ontario Court of Appeal confirmed the decision of Chief Justice McRuer of the Ontario High Court, who on May 16, 1958 quashed the Ontario Labour Relations Board's decision dismissing an application for decertification and ordered the Board to hear an application by Genaire Ltd. for decertification of the International Association of Machinists previously certified by the Board as a bargaining agent of the company's employees (L.G., Nov. 1958, p. 1291).

Briefly, the following were the circumstances of the dispute.

In November 1955, the International Association of Machinists had been certified as bargaining agent of the employees of Genaire Limited. The company and the union started to bargain but no collective agreement resulted. Later the company applied to the Board for decertification, claiming that the union in question no longer represented the company's employees.

On August 2, 1957, the Board dismissed the company's application on the ground that the applicant, which was the employer, had no right to apply and the Board had no jurisdiction to hear the application.

On May 16, 1958, Chief Justice McRuer, acting on the company's application, quashed the Board's decision and ordered the Board to hear and determine the application. In his opinion the Ontario Labour

Relations Act should be interpreted in such a way that once certain events have happened an application for decertification may be made by anyone affected.

The ruling of Chief Justice McRuer was appealed. The judgment of the Court of Appeal was rendered by Mr. Justice Aylesworth. The Court agreed with the conclusion reached by Chief Justice McRuer and with the reasons for his judgment.

The Court, however, wished to make specific comments regarding two matters.

In the opinion of the Court, the Board, when reconsidering its decision under Section 68 (1) of the Ontario Labour Relations Act, would not be restricted merely to a consideration of the facts as they existed when the Board made its original order, but may also take into account any facts which arose subsequent to the making of the original order and which the Board may consider relevant.

Further the Court added that when a decision of the Board is appealed and counsel appears on behalf of the Board, argument should be addressed not to the merits of the case between the parties appearing before the Board but rather to the jurisdiction or lack of jurisdiction of the Board. Then the impartiality of the Board would be better emphasized and its dignity and authority the better preserved. *Regina v. Ont. Lab. Rel. Bd., ex parte Genaire Ltd.* (1959) O.W.N., No. 19, p. 149.

Recent Regulations under Provincial Legislation

Ontario and Quebec revise regulations for trade schools to provide for stricter government control, and Alberta re-issues apprenticeship rules for six trades

In Ontario and Quebec, regulations for trade schools were revised to provide for stricter Government control of schools giving vocational training.

Other recent regulations deal with apprenticeship in Alberta and exemptions under the Saskatchewan Hours of Work Act.

Alberta Apprenticeship Act

The Alberta Apprenticeship Board recently re-issued its regulations for the trades of cook, machinist, millwright, sheet metal worker, painter and decorator, and bricklayer, mason, tile setter and terrazzo worker.

The only change was a new provision respecting certificates of qualification. After completing his term of apprenticeship and passing the trade tests and trade examinations prescribed by the Board, an apprentice will now be granted a completion of apprenticeship certificate upon payment of a fee of \$3. He will then be automatically eligible for a certificate of qualification as a journeyman without fee.

As before, experienced tradesmen who have not undergone formal apprentice training will be granted a certificate of qualification if they submit satisfactory credentials and pass the prescribed trade tests and trade examinations, except that the fee

is now \$10 in all cases. Previously, the fee for examination and the certificate was \$3 in the sheet metal, painting and decorating and machinist trades and \$10 in the case of the three other trades.

The new regulations were gazetted on May 15 as Alta. Reg. 147/59 to 152/59.

Ontario Trade Schools Regulation Act

Regulations setting out new requirements for trade schools in Ontario were gazetted on May 9 as O. Reg. 78/59.

The Trade Schools Regulation Act was amended this year to provide for stricter government control of private trade schools. Among other changes, the registration requirements were clarified and trade schools were made subject to inspection from the point of view of safety. Instead of exempting apprenticeable trades, the amended Act expressly prohibits a trade school from giving instruction in a trade designated under the Apprenticeship Act, except with the consent of the Minister of Labour.

In line with these changes, the new regulations lay down more specific registration requirements. Applicants must give more detailed information with respect to courses and must also furnish a certificate from an authorized inspector testifying that the school buildings and premises comply with fire requirements as well as with other health and safety standards.

If a course includes instruction in a building or mechanical trade designated under the Apprenticeship Act, the contract must include a statement to the effect that no apprenticeship credit will be granted for the trade school training.

As regards security, the regulations now require an operator to deposit \$500 for each branch school in addition to the \$1,000 previously required.

Quebec Private Vocational Schools Act

The first regulations to be issued under the new Quebec Private Vocational Schools Act were approved by O.C. 371 on April 22 and gazetted on May 9.

Passed at the last session of the Quebec Legislature to replace the Trade-schools Act, the Private Vocational Schools Act, like the Ontario statute referred to above, provides for stricter government regulation of schools giving vocational education.

The new regulations have a somewhat wider coverage than the previous regulations, applying not only to the usual type of trade school but also to schools offering courses in automation, electronics, radar or nuclear energy.

Concerned with normal as well as with

educational and safety standards, the regulations provide that an applicant for a permit must submit documents establishing not only the academic training and competency but also the moral standing of the owner, director and instructors. Also, the director and instructor are specifically required to have regard for a student's morals as well as his physical well-being.

In addition to the general requirement that all school premises must be kept clean and safe, the regulations provide that all equipment, tools and machinery must be fitted with proper safety devices. Instructors are to make sure that students use the protective equipment or devices provided.

Instead of prohibiting the enrolment of persons under 16 years, the regulations now provide that students must have reached the statutory school-leaving age (14 in most cases), further stipulating that they must be old enough to be trained properly in the course in which enrolled.

Schools teaching a trade that is subject to a decree under the Collective Agreement Act are required to inform students of the applicable provisions of the decree.

In keeping with the intent to maintain closer supervision of vocational schools, the regulations provide that corrected examination papers must be kept for at least one year, during which period they must be available for inspection at any time.

Saskatchewan Hours of Work Act

Two orders under the Saskatchewan Hours of Work Act clarifying an order for shops and exempting certain employees engaged in school construction were gazetted on May 22.

The first order, a re-issue of an order issued in 1955 (O.C. 1836/55), makes it clear that the requirement to pay time and one-half after eight hours in the day and 44 in the week applies only to persons employed in shops in the cities with a population of 10,000 or more and a five-mile radius (Moose Jaw, Prince Albert, Regina, Saskatoon and Swift Current).

In the five small cities (Estevan, Lloydminster, North Battleford, Weyburn, and Yorkton) and in 55 listed towns and villages, employees in shops are again permitted to work up to 11 hours on one day in the week without overtime, provided that overtime is payable after eight hours on all other days and after 44 hours in the week. Where the total of the daily excesses and the weekly excess differ, the overtime rate is to be paid in respect of the greater excess.

(Continued on page 744)

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims and number of claimants at month-end both down from month and year earlier. Claims total in April, statistics* show, was down 10 per cent from March and 5 per cent from April of last year

The number of initial and renewal claims† for unemployment insurance benefit in April was 206,900, which was 10 per cent less than the March figure and 5 per cent below the total for April 1958.

Claimants‡ for unemployment insurance benefit numbered 610,800 on April 30. This was 20 per cent below the total on March 31 and 15 per cent less than that of April 30, 1958.

Seasonal benefit claimants included in these totals numbered 228,400 on April 30, representing a decline of 12 per cent from March 31 but practically no change from April 30, 1958. Regular claimants at 382,400 on April 30 were 25 per cent fewer than a month earlier and 23 per cent below the figure for April 30, 1958.

Compared with both a month and a year earlier, the number of male claimants for both regular and seasonal benefit declined more than the number of female claimants. This reflected the seasonal gain in industries such as construction, which employ mainly males. While male and female claimants taken together declined by 20 per cent during April, males declined by 24 per cent and females by only 7 per cent. Compared with the year before, all claimants were

In a comparison of current employment consideration should be given to relevant statistics with those for a previous period, factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

15 per cent fewer at the end of April, but males were down 19 per cent and females only 4 per cent.

Initial claims, numbering 144,200, were 12 per cent fewer than in March; renewals, which numbered 62,700, were down by 5 per cent. The renewals can be considered to be new cases of separation from insured employment during the month. A substantial number of the initial claims, however, represent claims by persons who had exhausted regular benefit and who wished to be considered for seasonal benefit. Such claims constituted 54 per cent of all initial claims processed during April, compared with 47 per cent during March and 50 per cent during April 1958.

The average weekly benefit payment was \$21.29 for April, \$21.58 for March and \$21.59 for April 1958.

Insurance Registrations

This year the annual renewal of insurance books takes place during May. Consequently, the usual statistics on the number of insurance books and contribution cards issued to employees are not available for the month of April. They will, however, be available for the month of May. As the figures are cumulative, those issued as at May 31 will include all new entrants to the insured population from April 1.

Employers registered at April 30 numbered 317,798, which was an increase of 1,343 during the month.

* See Tables E-1 to E-4 at back of this issue.

† The initial claims total includes claims computed under the seasonal benefit provisions, as all initial claims are computed first for regular benefit, and the renewal claims total includes claims from seasonal benefit claimants. Claimants who exhaust their regular benefit during the seasonal benefit period are not cut off from benefit. If they wish to be considered for further benefit, they must file a claim in the usual manner. When there are insufficient contribution weeks to establish another regular benefit period, seasonal benefit will be granted, but not more than once during the seasonal benefit period.

‡ A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. During the seasonal benefit period, such cases are deemed to be "regular" until the results of the computation indicate otherwise.

Enforcement Statistics

During April, 6,863 investigations were conducted by enforcement officers across Canada. Of these, 4,500 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 139 were miscellaneous investigations. The remaining 2,224 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 172 cases, 39 against employers and 133 against claimants.* Punitive disqualifications as a result

of claimants' making false statements or misrepresentations numbered 1,442.*

Unemployment Insurance Fund

Revenue in April totalled \$14,581,844.02 compared with \$18,614,902.73† in March and \$17,291,877.22 in April 1958. Benefits paid in April totalled \$59,926,417.20 compared with \$65,868,400.00† in March and \$66,653,314.04 in April 1958. The balance in the fund on April 30 was \$454,852,378.46; on March 31 it was \$496,302,330.91† and on April 30, 1958, \$694,154,698.84.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1629, May 7, 1959

Summary of the Main Facts—The claimant, single, 68 years of age, who resides in Gananoque, Ont., registered for employment as a bookkeeper and filed a claim for benefit on October 24, 1958. She stated that she had been employed as a bookkeeper by Gananoque Inn Ltd., from April 1958 to October 24, 1958, and that she had been laid off as the business had been closed for the season.

On November 10, 1958, she informed the local office that she was going to make a temporary visit to her sister-in-law in Akron, Ohio, and that she would curtail her visit at any time if suitable employment became available, in which case the local office was to contact her home in Gananoque and her sister in turn would contact her.

The visit lasted from November 11 to November 22, 1958. According to a statement dated November 24, 1958, she would have been able to return to Gananoque within 24 hours.

On December 3, 1958, the local office sent the claim file to the insurance officer with the following statement:

Claimant was not given permission by (the local office) to leave area but was advised prior to departure that she would be classed not available for the duration of her visit. She has now been marked not available for the period from 11 Nov. 58 to 22 Nov. 58 both dates inclusive. However claimant still feels that she was available due to the fact that arrangements were made with (the local office) whereby she could be notified of an employment opportunity.

The insurance officer notified the claimant on December 5, 1958, that she was disqualified from November 11 to November

22, 1958, inclusive, because, in his opinion, she had failed to prove she was available for work in that she was away from the local office area visiting in Ohio and was not participating actively in the search of employment in that area (section 54 (2) (a) of the Act).

The claimant appealed to a board of referees on December 8, 1958, for the following reasons:

I followed your instructions in "Direction to report book" page 14, item 25, and reported to your office I would be out of town, but was willing to return if any work was available and could be reached by telephoning my home here and my sister would get in touch with me, and I could be back in twenty-four hours, in fact sooner, as I could leave on the 4 p.m. bus from Akron, and be in Gananoque around 1.30 p.m. next day, therefore I cannot understand why this should deprive me of my insurance.

In a latter dated December 31, 1958, the claimant stated, in effect, that had she been told it was necessary to ask for permission to leave the area she could have sought such permission. She pointed out that about two and a half years ago she went to Akron, Ohio, and when she returned she had no difficulty obtaining her unemployment insurance benefit, so naturally she did the same thing in November 1958.

The claimant was not present at the hearing of her case by a board of referees in Oshawa, Ont., on January 7, 1959. The board, by a majority decision, dismissed the appeal on the ground that she was not available for work. In reaching this finding, the majority members of the board noted that the claimant "was advised prior to departure that she would be classed not

* These do not necessarily relate to the investigations conducted during this period.

† All figures for March are subject to revision.

available" and pointed out that in accordance with the Umpire's decision CUB-756, she had to be "ready to accept work which might perchance be offered to her" and had to be "participating actively in seeking employment in her own area".

The member of the board who dissented was of the opinion that the claimant had not been advised prior to her departure that she would be classed as not available and that according to the booklet Form UIC 501D (Direction to Report and Information for Claimants) and more specifically paragraph 25 thereof, the claimant had followed the instructions therein "to the letter".

The claimant appealed to the Umpire on the grounds that in neither Form UIC 501D referred to above nor the "Worker's Handbook" (Form UIC 651A) is it stated that a claimant has to receive permission from the local office of the Commission to leave her home area and as a consequence "did not understand it was necessary to ask permission".

Considerations and Conclusions—The claimant did not deny having been informed by the local office, prior to her departure, that she would be considered not available for work while visiting in Akron. Consequently, her contention to the effect that she should be given the benefit of any ambiguity which might exist in the instructions or explanations outlined in Forms UIC 501D and 651A must be disregarded. So must the fact that she did not take heed of the advice that "she would be classed not available for the duration of her visit," as such advice could not be binding since it was neither a decision of an insurance officer nor a ruling in favour of the claimant. Therefore, the only question to be examined is whether she proved that she was "available for work" within the meaning of that phrase in section 54 (2) (a) of the Act, on the days comprising the period November 11 to November 22, 1958, inclusive.

First of all, I wish to point out that the circumstances of the case dealt with in decision CUB-756, on which decision the board of referees appears to have based its majority finding, are quite different from those of the present appeal. In that case, the claimant did not advise the local office before her departure, she did not make arrangements to be notified in the event that employment became available and, most important of all, the duration of her "visit" was for as long as nine weeks.

In the present case, the record shows that the claimant advised the local office of her intended absence and made reason-

able arrangements to ensure that any opportunity of suitable employment could be brought to her knowledge without delay. It shows also that she would have curtailed her visit at any time if such employment had become available and that there was no circumstance of a compelling nature connected with her absence or with the location of her temporary residence which, in the ordinary course of events, could have prevented her from reporting in person to the local office within 24 hours.

In view of the above considerations and after taking into account the very important fact that her visit was of a relatively short duration, I consider that the sole fact that she did not seek employment personally, which is not an explicit requirement of the Act but may in some circumstances be necessary as proof of a claimant's intention to work, is in my opinion insufficient in the present instance to justify a finding that she was not in the labour market during the period in question.

For all the above reasons, I decide to allow the claimant's appeal.

Decision CUB-1631, May 15, 1959

Summary of the Main Facts—The 19 claimants interested in the present appeal, who were engaged in sawing operations at the sawmill of the Field Lumber (1956) Limited at Field, Ont., were among the 42 hourly rated employees who were laid off on June 28, 1958. Remaining at work were approximately 30 employees (12 engaged in the installation of a chipper machine and the remainder employed in shipping and planing mill operations).

On June 30, 1958, the representative claimant filed an initial application for benefit and stated as the reason for his separation from the above-mentioned employment, "Laid off—work completed". The employer did not apparently return form UIC 479, Confirmation of Separation, to the local office; however, on a copy thereof in the claimant's file there is a handwritten note that the reasons for separation were "verified by telephone". On that information, the claimant's application for benefit was allowed.

On July 4, 1958, at 2.30 p.m., 16 of the 30 employees still employed went on strike. The union of which they were members, viz., the International Woodworkers of America, Local 506, put up tents at the entrance to the mill premises and established a picket line. These employees were joined on the picket line by other employees who had been laid off on June 28 and belonged to the same union. The non-union employees completed their normal day's work

and left the plant. In view of the strike action taken by the union, the company decided to suspend operations and did not open the plant at 7.30 a.m. on July 5.

Up until July 15, 1958, the president of the company and the three members of the office staff were permitted entrance to the company's office. On July 15 and 16, however, the pickets prevented the entrance of the office staff. On July 17, an injunction was served on several union members and the picket line was limited to three persons at any one time. The office staff returned to work as of the latter-mentioned date.

On July 21, 1958, certain employees approached the employer and expressed a desire to return to work. The employer agreed to this and 19 employees reported for work and continued in their employment for three days during which they were engaged in the installation of new machinery. This partial resumption of operations was brought to a halt by the employer, who decided again to suspend operations at the end of the day shift on July 23, allegedly due to violence, etc., on the picket line.

On September 4, 1958, the secretary-treasurer of the company wrote a letter to the local office, which reads:

Further to your telephone conversation of this afternoon, we wish to advise that before the shut-down of sawing operations, the mill crew was advised that the mill would close on June 28 for the installation of a chipper. They were told then that the lay-off would last approximately two weeks.

As soon as the chipper would be installed, sawing would be resumed and everyone called back to work.

On September 11, 1958, the insurance officer disqualified the claimant as from July 21, 1958, under section 63 of the Act for having lost his employment on the latter-mentioned date by reason of a stoppage of work attributable to a labour dispute at the premises at which he was employed.

On September 18, 1958, the claimant appealed to a board of referees and stated in his appeal: "...I was laid off work by my employer, the Field Lumber Company, and I have not been notified that work was available."

The board of referees heard the case in North Bay, Ont., on October 22, 1958. Among those who attended the hearing were the employer and two officials of the claimant's union.

One of the union officials, when asked by the chairman of the board for his comments on the claimant's statement, "I have not been notified that work was available", stated:

Never at any time have they notified any employee to return to work. Not even through me as Union Representative. Also there was

a notice posted in the mill at the time of layoff saying that the mill would be closed. There was no suggestion of a resumption of work at all...

The board by a unanimous decision dismissed the appeal and stated in part:

We do agree that, as this claimant was laid off work on 28 June, 1958, he was not an employee of the Field Lumber Company on 4 July, 1958, and, therefore, did not lose his employment on that date due to a labour dispute. However, on 21 July, 1958, as the claimant was a member of the striking union and had contributed funds to that union, he could be considered to have stopped available employment from commencing and, therefore, had presented obstacles in he, himself, being employed.

With the permission of the chairman of the board, the claimant appealed to the Umpire, contending that the board of referees had erred in its interpretation of section 63 of the Act and of the facts of the case.

On behalf of the claimant, A. Andras, Director, Legislation Department, Canadian Labour Congress, requested an oral hearing before the Umpire, which he attended in Toronto on March 12, 1959. G. Kieffer, of the Unemployment Insurance Commission, represented the insurance officer.

Considerations and Conclusions—For a disqualification to be imposed pursuant to section 63 of the Act, it must first of all be proven that a claimant's loss of employment comes within the provisions of subsection (1), which reads in part:

An insured person who has lost his employment by reason of a stoppage of work attributable to a labour dispute at the factory, workshop or other premises at which he was employed, is disqualified from receiving benefit until...the termination of the stoppage of work...

In the present case, there is no evidence in the record nor was it contended at any time that the claimant's loss of employment as and when it occurred on June 28, 1958, was by reason of a stoppage of work attributable to a labour dispute at the premises at which he was employed. Therefore, the only question is whether or not the claimant had the status of being employed on July 21, 1958, and this in turn depends upon whether the notice given by the employer constituted a temporary suspension of the claimant's services or whether such services were unconditionally or indefinitely dispensed with. The issue resolves itself into a pure question of fact.

There is proof in the record to the effect that the employees "laid off" on June 28, 1958, were told "then" that the suspension of the sawing operations would last approximately two weeks, i.e., the time required for installing a chipper machine in the sawmill. Such proof consists of the letter

which was sent to the local office by the company's secretary-treasurer on September 4, 1958. It is noted that this letter was written two months after the beginning of the stoppage and that the information contained therein was supplied following a telephone conversation with the local office.

There is proof also, and the claimant's representative at the hearing before me has accordingly contended, that the notice given the claimant did not even mention an approximate date of return. This contention is implicitly supported by one of the findings of fact by the board of referees that since the claimant "was laid off work on 28 June, 1958, he was not an employee of the Field Lumber Company on 4 July, 1958". It is explicitly supported by the statement made by the claimant on June 30, 1958, four days before the stoppage of work on July 4, that he had been laid off because the work had been completed and his subsequent statement that he had not been notified that work was available. Moreover, at the hearing before the board of

referees, the above statements were corroborated by the union's representative and more important still his evidence was not denied that none of the "laid off" employees had at any time been notified to return to work, that the notice posted in the mill said "the mill would be closed" and that "there was no suggestion of a resumption of work at all".

From the above it can be seen that the evidence as to the notice given the claimant on June 28, 1958, is of a contradictory nature. If the employer's version as to the notice is accepted, the appeal must fail, and by the same token I think if the claimant's version is accepted, he is entitled to succeed. In my opinion, however, on balance the proof favours the claimant and in any event or at least it can be said that a serious doubt exists. And since the onus rested on the insurance officer to prove that the claimant had the status of being employed on July 21, 1958, and we are not here dealing purely with unanimous findings of fact by a board of referees, my decision is to allow the claimant's appeal.

Recent Regulations

(Continued from page 739)

Persons employed in shops in places other than the cities and the 55 listed towns and villages are again permitted to work up to 48 hours a week at straight-time rates.

As before, in any week in which a public holiday occurs, the 44 and 48 hours are to be reduced by eight for the purpose of determining overtime. No account is to be taken of any time that the employee may have been required to work or be at the disposal of his employer on the holiday.

This order applies to any shop where goods or services are sold, including a barber shop, a ladies' hairdressing, manicuring or beauty parlour, and a dry-cleaning

or dyeing establishment, but does not cover a hotel or restaurant or place where farm implements are sold.

Oil truckers other than those engaged in long-distance trucking are again excluded, a special order (1207/55) providing that, in the case of such employees, overtime in excess of 44 hours a week in the busy season may be offset in the slack season.

The second order (O.C. 796/59) provides that, effective June 1, the overtime provisions will not apply to persons engaged in the construction or repair of school buildings under the Larger School Units Act, except in the cities of the province and in 55 listed towns and villages and a five-mile radius. The towns and villages listed are the same as in the order described above.

Report of Board

(Continued from page 729)

Union Security

This union was certified in 1953. The present agreement requires the Corporation to deduct from gross earnings of the employees the union dues of 1½ per cent of such earnings and remit the same to the Union. Eight employees out of 1,200 are outside this arrangement as they were employees prior to 1953 and are not members of the union. The union now asks for a "union shop", under which all employees

would be required to be members of the union as a condition of their employment. The Corporation resists this change on several grounds, chief of which is that the union could bring about the severance of an employee from the Corporation by dismissing him from the union, in which event the Corporation would be powerless.

I am unable to appreciate the necessity of a union shop in these circumstances and further am of opinion that it should not be forced on an employer against its will.

(Sgd.) H. BROOKE BELL,
Member.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during May

Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 256 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown Corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 181 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Agriculture	1	\$ 12,026.00
Defence Production	51	106,548.00
Post Office	11	128,494.16
R.C.M.P.	12	47,455.42

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during May

During May the sum of \$2,703.68 was collected from seven contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount has been or will be distributed to the 177 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during May

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Near Outlook Sask: Beattie Ramsay Construction Co Ltd, construction of well-point water supply system, South Saskatchewan River Project. *Summerland B C:* Pollock & Taylor Construction Co Ltd, construction of Animal & Plant Science Bldg, Experimental Farm.

Central Mortgage and Housing Corporation

Halifax N S: Cook's Building & General Contractor, *erection of refuse can screen fences, Projects 19 & 19A. *Camp Gagetown N B:* Fowler Bros, alterations to exterior finish of housing units (DND 27A/54). *Camp Borden Ont:* Vandermeer & Mast, site improvement & planting (DND 13/55). *Napanee Ont:* James Landscaping Co, landscaping (FP 2/57). *Petawawa Ont:* Val d'Or Construction Co Ltd, clearing, grubbing & burning (DND 13/58). *Winnipeg Man:* Oswald Decorating Co, exterior painting of houses. *Regina Sask:* Comfort Plumbing & Heating Ltd, *plumbing maintenance, Projects 2 to 6, 7/48 & 8/49. *Edmonton Alta:* Ideal Paving Co Ltd, paving entrance roadway & rear areas, Highland Court. *Lethbridge Alta:* Norwin Decorating Ltd, exterior painting of wartime housing units. *Comox B C:* Manson Bros Ltd, construction of housing units (DND 6/58).

Department of Citizenship and Immigration

Abitibi Indian Agency Que: Courchesne & Lafleur Engineering, painting of Amos Residential School. *Duck Lake Indian Agency Sask:* C M Miners Construction Co Ltd, construction of James Smith Central day school, James Smith Indian Reserve. *Meadow Lake Indian Agency Sask:* Hine Plumbing & Heating, construction of boys' & girls' shower room, Union Lake IRS. *Touchwood Indian Agency Sask:* Comfort Plumbing & Heating Ltd, revisions to laundry & domestic hot water heating system, Muscowequan IRS.

Defence Construction (1951) Limited

Summerside P E I: Louis Donolo Inc, construction of bulk petroleum storage installation including electrical installation, security fencing, etc, RCAF Station. *Dartmouth N S:* Cambrian Construction Ltd, construction of supply bldg. *Greenwood N S:* Valley Services Ltd, alterations to domestic supply pumphouse, RCAF Station. *Halifax N S:* Foundation Maritime Ltd, repairs to quay wall, etc, HMC Dockyard; Fundy Construction Co Ltd, erection & finishing of two steel prefabricated garages & outside services; Banfield & Miles, interior painting of Officers' Quarters bldg; Bryant Electric Co Ltd, construction of jetty services (steam, water, air, electrical & telephone), Seaward Defence Base. *Camp Gagetown N B:* Forbes & Sloat Ltd, construction of artificial ice rink & outside services.

Saint John N B: John A Kennedy & Co Ltd, partial rewiring & relighting of Armoury. *St Johns Que*: Desourdy Freres Ltee, removal of boiler room & extension & connection of underground steam distribution system, etc, College Militaire Royal. *Kingston Ont*: James Kemp Construction Ltd, construction of civil engineering laboratory, RMC; H J McFarland Construction Co Ltd, construction of electrical distribution system, connection to Kingston sewer, roads, curbs & miscellaneous outside services, RMC. *London Ont*: Canadian Pacific Railway Co, *construction of railway siding for warehouses 4 & 5, No 27 COD. *Petawawa Ont*: Evans Contracting Co Ltd, paving, grassing & fencing "BB" area; Bedard-Girard Ltd, installation of electrical distribution system; Val d'Or Construction Co Ltd, construction of eastern trunk sewer-plant bypass & outlet & western interceptor sewer-plant bypass & outlet; Canadian Comsock Co Ltd, *repairs to heating system, Bldg P-114. *Uplands Ont*: Sorel Industrial Ltd, *manufacture & installation of variable diffuser & model support for high speed wind tunnel, NAE; Horton Steel Works Ltd, *supply and erection of constant diffuser of high speed wind tunnel, NAE; Standard Steel Construction Co Ltd, supply & erection of structural steel for bldgs of high speed wind tunnel, NAE. *Camp Shilo Man*: Peter Leitch Construction Ltd, construction of PT & Recreation Bldg (M-103). *Winnipeg Man*: Swanson Construction Co Ltd, construction of concrete walks & hardstands, RCAF Station. *Esquimalt B C*: Commonwealth Construction Co Ltd, construction of central heating plant, steam distribution system, etc, HMC Dockyard; Peterson Electrical Construction Co Ltd, supply & installation of KVA Transformer on Jetty "A", HMC Dockyard.

Building and Maintenance

Torbay Nfld: All Sales Equipment Contracting Ltd, asphalt surfacing of aircraft parking area, RCAF Station. *Chatham N B*: Les Peintres de Chez-nous Ltee, exterior painting of 99 PMQ's, RCAF Station. *Downsview Ont*: Bramall & Co Construction Ltd, paving & sealing of roads, RCAF Station. *Kingston Ont*: Foley Construction Ltd, renovations to boat house, RMC; D M Hawkins Ltd, interior painting of various bldgs, RMC. *North Bay Ont*: Standard Paving Ltd, asphalt & concrete surfacing of bulk fuel storage area, RCAF Station. *Oakville Ont*: Campbell & Kennedy Electric Ltd, rewiring & relighting of headquarters bldg, Ortona Barracks. *Picton Ont*: Electric Motor Sales & Service (Belleville) Ltd, installation of off-peak water heater control. *Trenton Ont*: Rutgers Vanderdrift, exterior painting of 128 PMQ's, RCAF Station; Miron-Lassin & Associates Ltd, workshop extension to central heating plant, RCAF Station. *Camp Shilo Man*: Western Asbestos Co Ltd, application of cedar grain shingles to eleven bldgs. *Chilliwack B C*: Froggett & vander Mout, exterior painting of nine bldgs & 73 PMQ's. *Vancouver B C*: Continental Painters & Decorators, exterior painting of 14 bldgs.

Department of Defence Production

Bedford Basin N S: Cameron Contracting Ltd, alterations to Bldg No 70, RCN Magazine. *Greenwood N S*: Fred Cleveland, interior painting of Barrack Block No 41, RCAF Station. *Halifax N S*: Powers Bros Ltd, renewal of water lines on Jetty No 1, HMC Dockyard. *Newport Corner N S*: Banfield & Miles, renovation of antennae towers & ancillary structures, Naval Radio Station. *St Hubert Que*: Charles Duranceau Ltd, asphalt laying, RCAF Station. *St Sylvestre Que*: Modern Paving & Construction Ltd, repairing asphalt roads & parking lots, RCAF Station. *Senneterre Que*: Valere Bolduc, painting interior of PMQ's, RCAF Station. *Clinton Ont*: Len J McCarthy, exterior painting of various bldgs, RCAF Station. *Kingston Ont*: Ram Electric Ltd, supply & installation of new control panel, etc, Currie Bldg No 15, RMC. *Ottawa Ont*: Casavant Bros, renovation of No 208 Workshops, Bldg 266, RCAF Station. *Trenton Ont*: Sargent's Roofing Co, re-roofing of Bldg No 23, No 6 Repair Depot, RCAF Station. *Uplands Ont*: Hurdman Bros Ltd, paving of parking lots & entrances at rear of PMQ's 104 & 110, RCAF Station. *Gimli Man*: G D Shrader, repainting interior of PMQ's, RCAF Station. *Shilo Man*: Twin Cities Painting & Bldg Cleaning Co Ltd, repainting of Para Jump Tower, etc, Military Camp; Maple Leaf Construction Ltd, renewal of paved surfaces at Shilo Military Camp. *Winnipeg Man*: Ideal Decorating Co, interior painting of PMQ's, RCAF Station. *Cold Lake Alta*: Upright Bros Ltd, supply & installation of oil furnaces & equipment, RCAF Station. *Ralston Alta*: Dutch Bros Painting Contractors, exterior painting of 40 PMQ's. *Comox B C*: Cochrane Fuel & Trucking Ltd, asphalt paving of parking lot No 18, RCAF Station. *Kamloops B C*: British Ropes Canadian Factory Ltd, *fencing of area around unloading platform, RCNAD area. *Prince Rupert B C*: Yarrows Ltd, cleaning, etc, Tank No 2, Morse Creek Fuel Oil Depot. *Victoria B C*: Victoria Paving Co Ltd, paving of sidewalks, roads & hardstanding areas, Work Point Barracks.

National Harbours Board

Montreal Que: Bedard-Girard Ltd, supply & installation of lighting system at South Approach, Jacques Cartier Bridge; Miron Construction Ltd, construction of macadam base & bituminous concrete pavement at Sutherland Pier, Section 46 & bituminous concrete pavement at Laurier Pier, Section 43. *Prescott Ont:* Jeffrey Manufacturing Co Ltd, additions to ship loading facilities, Elevator.

Department of Northern Affairs and National Resources

Fort Smith N W T: Yukon Construction Co Ltd, construction of intake, supply line & treatment plant.

Department of Public Works

Carmanville Nfld: Town & Country Construction Co Ltd, wharf reconstruction, extension, & shed. *Freshwater Nfld:* Cape Horn Construction Co Ltd, wharf extension. *Port au Port Nfld:* Provincial Constructors Ltd, construction of post office. *St. John's Nfld:* Horwood Lumber Co Ltd, alterations & additions, Bldg 29. *Charlottetown P E I:* MacLean & Son, replacement of west shed (wiring); Douglas Bros & Jones Ltd, installation of plumbing & heating services, New West Shed, Railway wharf. *Howard's Cove P E I:* J W & J Anderson Ltd, construction of landing. *Judes Point P E I:* Ralph Ford, landing improvements. *Truro N S:* George E Waugh, alterations to Old Federal Bldg for RCAF Filter Center No 70. *Caraquet N B:* La Construction Acadienne Ltee, construction of RCMP Detachment Quarters. *Aguanish Que:* Les Entreprises Gaspé Inc, construction of pier extension & shed. *Batiscan Que:* A D Construction Enrg, wharf reconstruction. *Beloeil Que:* P Baillargeon Ltee, construction of retaining wall. *Berthier Que:* Les Entreprises Cap Diamant Ltee, construction of protection works. *Cap Chat Que:* Dimock Construction Inc, wharf reconstruction. *Champlain Que:* Marautier Construction Inc, construction of retaining wall. *Gascons (Anse a Mercier) Que:* Bert Dimock, wharf enlargement. *Hull Que:* Sanco Ltd, interior cleaning of second floor, including floors, walls, ceilings, windows, furniture, waxing, etc, Connor Washer Bldg. *Lanoraie Que:* Ernest Morin, construction of retaining wall. *Lavaltrie Que:* Marautier Construction Inc, construction of retaining wall. *Petit Saguenay Que:* Quemont Construction Ltee, construction of wharf. *Montreal Que:* Industrial Maintenance Ltd, construction of new platform, Floor B, Postal Terminal. *Ste Anne de la Pocatiere Que:* Lortie & Roussin Inc, alterations to sewer system, Science Service Laboratory. *St Charles sur Richelieu Que:* P Baillargeon Ltee, construction of retaining wall. *St Denis Que:* P Baillargeon Ltee, construction of retaining wall. *Ste Emmelie (Leclercville) Que:* Plessis Construction Ltee, construction of protection work. *St Nicolas (Anse Demers East) Que:* Les Entreprises Cap Diamant Ltee, construction of protection work. *St. Nicolas (Anse Verdon) Que:* L P Gagnon Ltee, construction of protection work. *St Romuald D'Etchemin Que:* Fernand & Roland Couillard, construction of protection work. *Ville St Laurent Que:* Legendyk & Co Ltd, interior painting, National Film Board. *Listowel Ont:* Totem Construction Co Ltd, addition & alterations, federal bldg. *Ottawa Ont:* Roger E Boivin, plastering, wall cloth repairs & redecoration of corridors, etc, Justice Bldg; L Beaudoin Construction Ltd, repairs to brickwork, stonework, concrete steps & related work, Dominion Bureau of Statistics, Tunney's Park; Safeway "Steel" Scaffolding & Equipment, erection of chair bleacher stands at No 12 Hangar for Queen's visit, Uplands Airport; R Lariviere Ltd, repairs & re-pointing of stonework to exterior of Connaught Bldg; A R Tremblay, installation of vinyl tile to fourth floor, Old Printing Bureau, 75 St Patrick St; Eugene Dufort & Lucien Lavoie, rough grading of parking area, Mines & Technical Surveys Bldgs, Booth St. *Paris Ont:* Thomas Construction Co Ltd, construction of federal bldg. *Sutton (Black River) Ont:* Simcoe Dock & Dredging Ltd, reconstruction of training wall, Stage 3. *Thornbury Ont:* Mann Construction Ltd, breakwater repairs. *Toronto Ont:* Wilson Cartage, removal of waste paper, garbage, ashes, etc, from various bldgs; Steven Kovacs, alterations to Postal Station "A". *Emerson Man:* Simkin's Construction Co Ltd, paving, Customs & Immigration Terminal. *Melita Man:* Harper Construction Co Ltd, construction of RCMP Detachment Quarters. *Winnipeg Man:* James Beaton & Sons, alterations, renovations & painting, Commercial Bldg. *Central Butte Sask:* Freoschl & Heisler Ltd, construction of post office. *Lloydminster Sask:* Lloyd Construction Co Ltd, construction of RCMP Detachment Quarters. *Naicam Sask:* Watson Lumber Co, construction of RCMP Detachment Quarters. *North Portal Sask:* General Construction Co (Alberta) Ltd, paving at Customs & Immigration Station. *Redville Sask:* Freoschl & Heisler Ltd, construction of RCMP Detachment Quarters. *Regina Sask:* Little, Borland & Co Ltd, installation of ventilation system in basement of new Post Office. *Lake Claire Alta:* Bruce Robinson Electric (Edmonton) Ltd, supply & installation of quick freeze equipment for abattoir.

Rocky Mountain House Alta: T B Larsen Construction Ltd, construction of RCMP Detachment Quarters. *Alert Bay B C*: Greenall Bros Ltd, construction of RCMP married quarters. *Fords Cove (Hornby) B C*: Harbour Pile Driving Co, harbour improvements. *Glacier National Park B C*: Highway Construction Co Ltd & Peter Kiewit Sons of Canada Ltd, construction of Illecillewaet River Bridge No 1, Mile 27.1 & Illecillewaet River Bridge No 2, Mile 26.4, TCH. *Nootka B C*: J H Todd & Sons Ltd, wharf & float reconstruction. *Sidney B C*: Pacific Piledriving Co Ltd, harbour repairs & improvements. *Squamish B C*: Basarab Construction Co Ltd, construction of 3 classroom & activities room school, Vancouver Agency. *Vancouver B C*: Kennett Construction Ltd, alterations to Old Customs Examining Warehouse. *White Rock B C*: Gilley Bros Ltd, breakwater extension. *Whitehorse Y T*: Northgate Construction Co Ltd, construction of garages for federal housing.

Contracts Containing the General Fair Wages Clause

Branch Nfld: Avalon Dredging Ltd, dredging. *St John's Nfld*: McNamara Construction Co Ltd, dredging; E Miller, general alterations, Hub Bldg. *Carleton Village N S*: Shelburne Contracting Ltd, dredging. *Halifax N S*: Streakless Window Cleaners, cleaning of windows in various bldgs. *Little Harbour N S*: Mosher & Rawding Ltd, dredging. *Malagash N S*: F W Digdon & Sons Ltd, dredging. *Newcastle N B*: Forrest Construction, general alterations, St Andrews Church Hall. *Woodstock N B*: Edwin S Green, alterations to 2nd floor, federal bldg. *Richelieu River (McMasterville) Que*: St Maurice River Dredging Reg'd, dredging. *Val d'Or Que*: Courchesnes & Lafleur, general alterations, federal bldg. *Belle River Ont*: Dean Construction Co Ltd, dredging. *Ottawa Ont*: Sandy Hill Hardware & G Nadeau Decorators, interior redecoration, Mines & Technical Surveys Bldg, 40 Lydia St; Able Construction Co Ltd, erection of fire doors & storage tank, 556 Booth St; Oak Construction Co Ltd, supply & installation of metal partitions, Mines Branch, 300 Lebreton St; Ottawa Iron Works, replacement of metal windows, Centre Block, Parliament Bldgs; A Bruce Benson Ltd, construction of additional washroom, East Block, Parliament Bldgs; Louis G Fortin Construction, alterations to canteen, East Block, Parliament Bldgs; Otis Elevator Co Ltd, repairs to elevator, Parliament Bldgs; L Beaudoin Construction, alterations to various rooms, "C" Bldg, Cartier Square; J R Statham Construction, construction of covered dais, Green Island, Commonwealth Memorial Site; L Beaudoin Construction, alterations to 1st & 2nd floors, Saunders Bldg, CEF; Ontario Building Cleaning Co, repainting of brickwork & stone, Science Service Bldg, CEF; Ontario Building Cleaning Co, repainting of brickwork & stone, Observatory, CEF; Ted Wogdacki, alterations to counter in canteen, Dept of Veterans Affairs Bldg, Wellington St. *Winnipeg Man*: Bridge & Tank Western Ltd, construction of steel hull for Dredge No 210. *White Rock Passage B C*: British Columbia Bridge & Dredging Ltd, dredging. *Wiah Point B C*: Tide Bay Dredging Co Ltd, dredging.

Department of Transport

Camp Island Labrador: Willingate Engineering & Construction Co Ltd, construction of single dwelling, fog alarm bldg, concrete tower & two storage sheds. *Cape St Francis Nfld*: Benson Builders Ltd, construction of combined double dwelling & fog alarm bldg, storage shed, etc. *St Jacques Island Nfld*: J J Hussey Ltd, construction of single dwelling, fog alarm bldg & storage shed. *Stephenville Nfld*: Diamond Construction (1955) Ltd, construction of hard-surfaced car parking area for Air Terminal Bldg. *Head Harbour N B*: Watson Titus & Glenn McLaughlin, construction of single dwelling. *Moncton N B*: Modern Construction Ltd, resurfacing of concrete parking apron, Airport. *Saint John N B*: Saint John Dry Dock Co Ltd, *construction of twin screw passenger & cargo vessel. *South West Head N B*: McDowell & Cook, construction of two single dwellings & combined fog alarm bldg & light tower, etc. *Dartmouth N S*: Trynor Construction Co Ltd, additional development of Airport. *Halifax N S*: Ellis-Don Ltd, construction of combined central heating plant & power house, International Airport. *Collingwood Ont*: Collingwood Shipyards, *construction of twin screw passenger & cargo vessel. *London Ont*: Wilson & Somerville Ltd, installation of Airport lighting facilities, Runway 03-25. *North Bay Ont*: Standard Paving Ltd, additional development, Airport. *Uplands Ont*: Gerry Lowrey, application of asbestos siding to hangars 1 & 4, Ottawa Airport. *Yorkton Sask*: Matheson Bros Ltd, construction of VHF omni range & related work, Airport. *Langara Point B C*: Allen Dunkley, construction of single dwelling at Lightstation. *Lennard Island B C*: Oakes & Wilson, construction of two single dwellings & demolition of two existing dwellings at Lightstation. *Vancouver B C*: Porr of Canada Ltd, construction of Airport Services Bldg & related work. *Williams Lake B C*: Harry Weaver, erection of boundary fence, clearing & stumping, Airport.

PRICES AND THE COST OF LIVING

Consumer Price Index, June 1959

The consumer price index (1949=100) increased 0.2 per cent from 125.6 to 125.9 between May and June 1959.* Increases in the food, shelter, and other commodities and services group indexes were partially offset by a lower clothing index. The household operation index was unchanged.

An increase of 0.5 per cent in the food index, from 118.5 to 119.1, resulted almost entirely from a sharp seasonal rise of 35 per cent in potato prices. Some other fresh vegetables and fruits were up moderately and pork advanced fractionally. Beef, coffee, and sugar prices continued to ease to somewhat lower levels.

A 0.4-per-cent increase in the shelter index, from 141.0 to 141.5, resulted from both higher rents associated with the traditional May first moving date, and an increase of 6.0 per cent in fire insurance rates.

The other commodities and services index advanced 0.4 per cent from 134.9 to 135.4 as higher prices were reported for a wide range of pharmaceuticals. Price increases were also reported for personal care items, train fares and interurban bus fares. First of June gasoline prices returned to April levels following a break in gasoline prices in May brought on by "price wars".

A decrease of 0.5 per cent in the clothing index, from 109.7 to 109.2, reflected sale prices on men's suits and topcoats, women's and girls' spring coats, and cotton piece goods.

The household operation index was unchanged at 122.5; further seasonal price declines for coal balanced higher prices for some household supplies and services, particularly shoe repairs and insurance rates for household effects.

The index one year earlier (June 1958) was 125.1. Group indexes on that date were: food 122.7, shelter 138.3, clothing 109.7, household operation 120.6, and other commodities and services 130.7.

City Consumer Price Indexes, May 1959

Consumer price indexes (1949=100) increased in eight of the ten regional cities between April and May 1959† with upward movements ranging from 0.1 per cent in

both Saint John and Winnipeg to 0.3 per cent in St. John's. The Edmonton-Calgary index was unchanged and the Vancouver index declined 0.2 per cent.

Food indexes were lower in all regional cities except Toronto, where the food index increased 0.2 per cent. Prices were generally lower for beef, pork, sugar, coffee, eggs, and lard. Fresh fruits and vegetables, particularly potatoes, were higher in most regional cities.

Shelter indexes were up in five cities, unchanged in four and declined fractionally in Ottawa. Clothing indexes also showed mixed results as four city indexes increased, three decreased and the remaining three were unchanged. Household operation indexes were unchanged in five of the ten regional cities, declined in two and recorded upward movements in the other three.

Other commodities and services indexes increased in nine of the ten regional cities. Only the Toronto index decreased. Higher prices were reported in most regional cities for tires, tobacco, liquor, theatre admissions, and toilet soap, while men's haircuts increased in Montreal and Halifax and rail fares were up in St. John's. Some of these price changes reflected recent federal tax increases. Women's hairdressing prices were up in a number of cities while gasoline prices were down sharply in Toronto as a result of "price wars".

Regional consumer price index point changes between April and May were as follows: St. John's +0.3 to 114.2*; Halifax +0.3 to 125.4; Montreal +0.3 to 125.9; Ottawa +0.2 to 126.0; Toronto +0.2 to 128.1; Saskatoon-Regina +0.2 to 122.1; Saint John +0.1 to 126.9; Winnipeg +0.1 to 122.8; Vancouver -0.3 to 126.8. Edmonton-Calgary remained unchanged at 122.0.

Wholesale Price Index, May 1959

The general wholesale index (1935-39=100) was unchanged at 231.2 between April and May. Small increases in six of the major groups were offset by lower prices in the remaining two.

The vegetable products group increased 0.5 per cent from 200.2 to 201.2, the chemical products group 0.4 per cent from 186.5 to 187.3, and the non-ferrous metals group 0.3 per cent from 175.2 to 175.7.

* See Table F-1 at back of book.

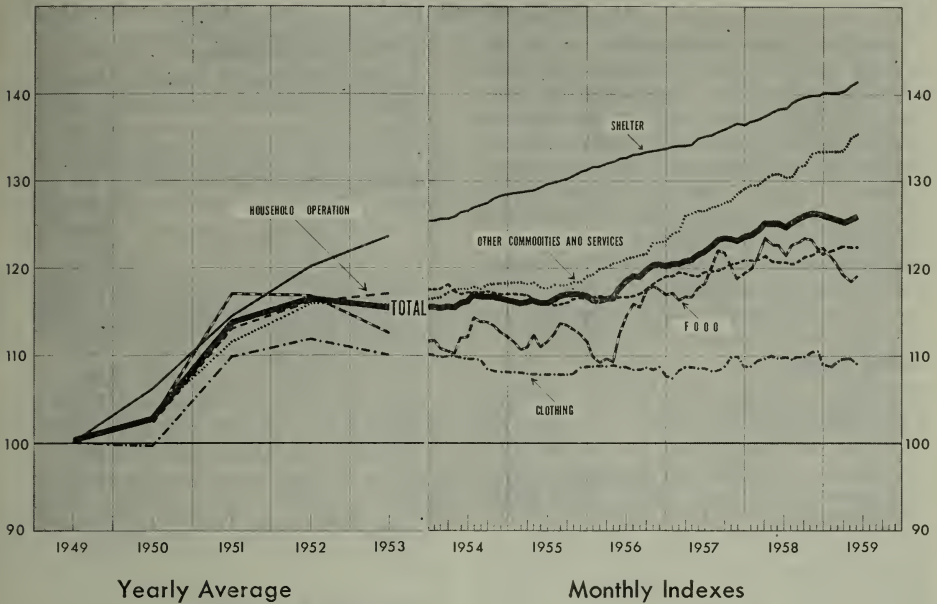
† See Table F-2 at back of book.

*On base June 1951=100.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



The textile products, wood products and iron products groups recorded negligible increases, 0.2, 0.1 and 0.1 per cent respectively.

The animal products group declined 0.8 per cent from 255.8 to 253.8; the non-metallic minerals group dropped 0.7 per cent from 187.3 to 185.9.

The index of Canadian farm products prices (1935-39=100) moved up from 213.7 to 218.8. The field products index climbed from 156.4 to 166.5 but the animal products index was unchanged at 271.0.

The residential building materials price index (1949=100) rose 0.5 per cent from 130.1 to 130.7. The non-residential building materials price index declined 0.2 per cent from 132.1 to 131.9.

U.S. Consumer Price Index, May 1959

The United States consumer price index (1947-49=100) set a new record in May, rising 0.1 per cent to 124.0 from 123.9. All components recorded increases.

The April-May rise was to be expected; only once since 1947 has the index declined between April and May, and only once has it stood still.

The index, which for months had hovered between 123.7 and 123.9, stood at 123.6 one year earlier.

U.K. Index of Retail Prices, April 1959

The United Kingdom index of retail prices (Jan. 17, 1956=100) declined from 110.3 to 109.5 between March and April. This figure was one-tenth of a point below the 109.6 of April 1958 and was the lowest in six months.

Report on N.S. Workmen's Compensation Act

(Continued from page 737)

staff, subject to the approval of the Minister of Labour. As the Act now stands, the approval of the Lieutenant-Governor in Council is required.

The Board needed to review its public relations policy, the Commissioner noted. He thought that several aspects of the Ontario Board's program could profitably

be adopted, e.g., the holding of seminars at which the Board and labour organizations could discuss compensation problems, and the giving of talks to interested groups by Board officials.

Finally, the Commissioner recommended the acquisition by the Board, now housed in rented premises, of its own building.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 129

Annual Reports

1. INDIA. OFFICE OF THE ADVISER, FACTORIES. *Annual Report for the Year 1957 on the Working of the Indian Dock Labourers Act, 1934 and the Indian Dock Labourers Regulations, 1948.* [New Delhi, 1958?] Pp. 33.

2. MANITOBA. CIVIL SERVICE SUPERANNUATION BOARD. *The Manitoba Civil Service Superannuation Fund; Nineteenth Annual Report for the Fiscal Year ending March 31, 1958.* Winnipeg, 1959. Pp. 18.

3. MANITOBA. DEPARTMENT OF LABOUR. *Annual Wage and Salary Survey, 1958.* Winnipeg, 1958. Pp. 77.

4. MANITOBA. DEPARTMENT OF LABOUR. *Report for the Calendar Year ending December 31, 1958.* Winnipeg, Queen's Printer, 1959. Pp. 99.

5. MINNESOTA. STATE BOARD OF VOCATIONAL EDUCATION. DIVISION OF VOCATIONAL REHABILITATION. *Annual Report, 1957-1958.* St. Paul [1959?] Pp. 12.

6. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Annual Report, Fiscal Year ended March 31, 1958.* Halifax, 1958. Pp. 58.

7. PRINCE EDWARD ISLAND. DEPARTMENT OF WELFARE AND LABOUR. *Second Annual Report for the Fiscal Year ended March 31, 1957.* Sunnyside [1958?] Pp. 32.

8. PRINCE EDWARD ISLAND. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1958.* Charlottetown, 1959. Pp. 27.

9. QUEBEC (PROVINCE). DEPARTMENT OF LABOUR. *General Report of the Minister of Labour ... on the Activities of his Department during the Year ending March 31, 1958.* Quebec, Queen's Printer [1959?] Pp. 323.

10. SASKATCHEWAN. DEPARTMENT OF LABOUR. *Fourteenth Annual Report for the Twelve Months ended March 31, 1958.* Regina, Queen's Printer, 1959. Pp. 98.

Business—Small Business

11. U.S. CONGRESS. SENATE. COMMITTEE ON SMALL BUSINESS. *Small-Business Participation in Government Procurement, 1958. Report of the Select Committee on Small Business, United States Senate, on Small-Business Programs, Policies, and Procedures of Government Agencies.* Washington, G.P.O., 1959. Pp. 26.

The Committee on Small Business examines the problems encountered by small firms in seeking government contracts and recommends solutions where possible. This report is mostly concerned with defence contracts.

12. U.S. SMALL BUSINESS ADMINISTRATION. *Starting and managing a Small Business of Your Own,* by Wendell O. Metcalf. Washington, G.P.O., 1958. Pp. 49.

Contents: So You are thinking of going into Business. Starting a New Business. Buying a Going Business. Managing Your Business. Looking into Special Requirements. Check List for starting a Business. Keeping up to date.

Canada at Work Broadcasts

The following sixteen talks were given during the winter season, 1958-59, and were published in Ottawa by the Federal Department of Labour.

13. CANADA. DEPARTMENT OF LABOUR. *Home and Farm Improvement Loans.* Pp. 5.

This talk attempts to show who is eligible for home or farm improvement loans.

14. CHUTTER, S. D. C. *Building Houses in the Winter.* Pp. 5.

The speaker, General Manager of the Canadian Construction Association, told of some of the ways construction can be carried on during the winter months.

15. EATON (MRS.) REX. *The Housewife helps make Winter Work.* Pp. 3.

The speaker is President of the National Council of Women of Canada.

16. FORD, EDWIN KAULBACH. *Vocational Guidance in Rehabilitation.* Pp. 4.

The speaker is Director of the Vocational Education Division of the Nova Scotia Department of Education. He describes two cases where disabled people were helped to find jobs that they could perform satisfactorily.

17. GOWER-REES, G. *Physiotherapy and Rehabilitation.* Pp. 5.

The speaker, Advisor in Physiotherapy at Queen Mary Veterans' Hospital in Montreal, describes the many fields in which the physiotherapist works to help the disabled.

18. HOOD, MARGARET R. *Occupational Therapy in Rehabilitation.* Pp. 4.

The speaker, Chief of the Occupational Therapy Department of the Workmen's Compensation Board Rehabilitation Centre in Vancouver, describes how the occupational therapist helps the disabled person in the hospital.

19. HORNSTEIN, REUBEN AARON. *A Career in Canada's Weather Service*. Pp. 4.

The speaker, Meteorologist-in-Charge of the Dominion Public Weather Office at Halifax, N.S., describes the jobs of meteorological technicians and of professional weathermen.

20. JOHANNESON, FRED. *The Role of the Medical Social Worker in Rehabilitation*. Pp. 5.

The speaker, Head of Medical Social Services of the Department of Veterans Affairs in Ottawa, tells about the work of the medical social worker in aiding the physically handicapped.

21. JOUSSE, A. T. *Physical Medicine and Rehabilitation*. Pp. 5.

The speaker is Professor of Physical Medicine at the University of Toronto and Chairman of the Committee on Rehabilitation of the Canadian Medical Association.

22. MORSE, DAVID A. *Canada and the International Labour Organization*. Pp. 4.

The speaker, Director-General of the International Labour Organization, tells something about the activities of the I.L.O.

23. NORTON, A. PHILIP. *Frontier College in Action*. Pp. 4.

"The material for this story was recorded ... at the GECO Mines, near Manitowadge in Northern Ontario, where company and union officials were interviewed, to find out what they thought of the Frontier College program in operation in their mine."

24. SISLER, GEORGE C. *The Role of Psychiatry in Rehabilitation*. Pp. 4.

The speaker is Professor and Head of the Department of Psychiatry in the Faculty of Medicine of the University of Manitoba.

25. SMITH, JOHN CAULFIELD. *House Building and Home Improvement in Winter*, by John Caulfield Smith and Lyle C. Whealy. Pp. 4.

Mr. Smith is Executive Vice-President, National House Builders' Association. Mr. Whealy is Chairman of Operation Home Improvement, a movement sponsored by industry to help provide employment in the winter months when men and material are available.

26. STARR, MICHAEL. *Commemoration of the Universal Declaration of Human Rights*. Pp. 4.

This talk was delivered on the tenth anniversary of the Universal Declaration of Human Rights.

27. STARR, MICHAEL. *Creating Winter Employment*. Pp. 4.

28. YOUNG, HUGH ANDREW. *Public Works Aids to Winter Employment*. Pp. 4.

The speaker, Deputy Minister of the Federal Department of Public Works, outlined some of the things which his department is doing to create more winter employment.

Congresses and Conventions

29. INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA. *Proceedings, Seventeenth Convention, Miami Beach, September 30-October 5, 1957*. Indianapolis, 1957. Pp. 724.

30. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Report of the Fifth World Congress held in Tunis, 5-13 July, 1957 including the Report on Activities and the Financial Reports for 1955-56*. Brussels, 1958. Pp. 659.

31. INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA. *Proceedings, Sixteenth Constitutional Convention, Atlantic City, N.J., April 7-12, 1957*. Detroit, 1957. Pp. 552.

32. MARINE WORKERS' FEDERATION. *Proceedings, 12th Annual Convention, Dartmouth, N.S., September 11th, 12th, 13th, 1957*. Halifax, 1958. Pp. 13-59.

33. NATIONAL UNEMPLOYMENT INSURANCE COMMISSION ASSOCIATION. *Fifth Triennial Convention Report, Windsor, October 1, 2, 3, 4, 1958*. Ottawa, 1958. Pp. 100.

Industrial Relations

34. COLUMBIA UNIVERSITY. DEPARTMENT OF INDUSTRIAL AND MANAGEMENT ENGINEERING. *Human Relations in Industrial Research Management; Including Papers from the Sixth and Seventh Annual Conferences on Industrial Research, Columbia University, 1955 and 1956*. Edited by Robert Teviot Livingston and Stanley H. Milberg. New York, Columbia University Press, 1957. Pp. 418.

The twenty-seven papers in this volume deal with the nature of research management jobs, the individual and the research job, human relations in industrial research, and personnel practices in industrial research.

35. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Industrial Relations at the Plant Level in Three Illinois Communities*, by Milton Derber, W. Ellison Chalmers, and Ross Stagner. Urbana, 1958. Pp. 27-42.

A study of collective bargaining contract provisions in 41 plants.

36. LEVINE, SOLOMON BERNARD. *Industrial Relations in Postwar Japan*. Urbana, University of Illinois Press, 1958. Pp. 200.

Contents: Economic Settling, Industrialization, and Occupation Reforms. The Japanese Managerial System. The Trade-Union Movement: Origins, Growth, Development. The Trade-Union Movement: Structure, Functions, Philosophy. Collective Bargaining and Labor Disputes. Government Regulation of Industrial Relations. Summary and Conclusions.

Labour Organization

37. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Labor Racketeering: Evolution and Solutions*, by David J. Saposs. Urbana, 1958. Pp. 252-270.

The author suggests that regulatory legislation might remedy the problem of racketeering in certain American labor unions.

38. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Public Policies toward Organized Labor*, by Richard C. Wilcock. Urbana, 1958. Pp. 6-18.

The author states, "In general, however, my position is that public policy should be based upon parliamentary investigation and a minimum of lawmaking."

Labour Supply

39. LONG, CLARENCE DICKINSON. *The Labor Force under Changing Income and Employment*. Princeton, Princeton University Press, 1958. Pp. 464.

40. NATIONAL WINTER EMPLOYMENT CONFERENCE, OTTAWA, 1958. *Summary of Proceedings, Ottawa, July 14 and 15, 1958*. Ottawa, Dept. of Labour of Canada, 1958. Pp. 55.

The Conference represented provincial governments, municipal bodies, national and regional organizations.

Labouring Classes

41. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Grievance Procedures for Unorganized Employees*. Washington, 1958. Pp. 13.

Contents: Prevalence of Grievance Procedures. Restrictions on the Grievance Procedure. Mechanics of the Grievance Procedure. Helping the Aggrieved Employee. Role of the First-Line Supervisor. Grievance Records and Statistics. Preventing Grievances from developing. Publicizing the Grievance Procedure. Advantages of Informal Procedures. Consistency and Effectiveness of Program. Grievance Procedures and Unionization. A Specimen Procedure. Specimen Grievance Forms.

42. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Government Employment and Training Services in the United Kingdom*. London, 1958. Pp. 7.

Provides information about Public Employment Offices.

43. INTERNATIONAL LABOUR OFFICE. *Conditions of Work of Fishermen*. Fifth item on the agenda. Geneva, 1958-1959. 2 Volumes.

Report 5(1)-(2). International Labour Conference. 43rd Session, Geneva, 1959.

Part 1 contains the texts of a proposed Convention concerning the minimum age for admission of fishermen to employment, a proposed Convention concerning medical examination of fishermen, and a proposed Convention concerning fishermen's articles of agreement. Part 2 summarizes and analyzes the replies of 55 member governments, and contains the English and French versions of the proposed texts.

44. INTERNATIONAL LABOR OFFICE. *Information and Reports on the Application of Conventions and Recommendations. Summary of Reports on Unratified Conventions and on Recommendations (Article 19 of the Constitution). Freedom of Association,*

Collective Bargaining and Collective Agreements, Co-operation in the Undertaking. Third item on the agenda. Geneva, 1959. Pp. 71.

At head of title: Report 3 (Part 2). International Labour Conference, 43rd Session, Geneva, 1959.

45. QUEBEC (PROVINCE). DEPARTMENT OF LABOUR. *Industrial Expansion and Progress of Labour; Employment and Earnings in Relation to Investment and Production, 1946-1957*, by Alfred Stenger. Montreal, 1957. Pp. 246.

46. RUTGERS UNIVERSITY, NEW BRUNSWICK, N.J. INSTITUTE OF MANAGEMENT AND LABOR RELATIONS. *Pension and Welfare Fund Management: a Fact Book*. New Brunswick, 1958. Pp. 40.

47. STEINKRAUSS, ROSE F. *Resources of the Aging Unemployed; a Study of Residents of a Highly Urbanized Neighborhood who were Unemployed and between the Ages of 40 and 65 as of January 15, 1957*, by Rose F. Steinkrauss, with Jack H. Curtis... and Stanley Seeman... Buffalo, Neighborhood House Association, 1957. Pp. 129.

A survey of the problems of unemployment of older men and women in a neighborhood in Buffalo, New York.

Migrant Labour

48. U.S. BUREAU OF EMPLOYMENT SECURITY. *Housing for Florida's Migrants; a Survey of Migratory Farm Labor Housing in Dade County, Florida*. Prepared for the President's Committee on Migratory Labor by the U.S. Dept. of Labor and the Florida Industrial Commission. Washington, G.P.O., 1959. Pp. 46.

49. U.S. BUREAU OF LABOR STANDARDS. *State Migratory Labor Committees, their Organization and Problems*. Washington, G.P.O., 1959. Pp. 74.

Occupations

50. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. MENTAL HEALTH DIVISION. *Opportunities for Occupational Therapy Assistants in the Mental Health Field*. Ottawa, Queen's Printer, 1957. Pp. 11.

51. U.S. EMPLOYMENT SERVICE. *Occupations in Electronic Data-Processing Systems*. Washington, G.P.O., 1959. Pp. 44.

52. U.S. OFFICE OF EDUCATION. *Vocational-Technical Education for American Industry; Occupations, Selected References, Educational Programs*, by Lynn A. Emerson. Washington, G.P.O., 1958. Pp. 25.

Social Security

53. CANADIAN LIFE INSURANCE OFFICERS ASSOCIATION. *Old Age Security, Survivorship and Disability Benefits*. Toronto, 1958. Pp. 28.

Examines briefly the government old age, survivorship and disability programs in effect in Canada and the U.S. Concludes that when the Canadian economy is stronger an extension of old-age security benefits to the 65 to 69 age group should be made and that the present survivorship and disability benefits should be extended.

54. CLARK, ROBERT M. *Economic Security for the Aged in the United States and Canada; a Report*. Ottawa, Reproduced by the authority of the Minister, Hon. J. Waldo Monteith, Dept. of National Health and Welfare, 1959. 2 Volumes (861 p.).

The author was authorized by Order in Council P.C. 1958-8/307 of February 25, 1958, "to conduct an inquiry into facts relating to old age security systems in effect in Canada and the United States, with particular reference to those features of the old-age and survivors insurance program in the United States which make it possible for higher benefits to be paid covering a wider range of contingencies at an earlier age than is provided under present legislation, and to report thereon as soon as possible."

55. GREAT BRITAIN. MINISTRY OF PENSIONS AND NATIONAL INSURANCE. *Everybody's Guide to National Insurance*. Rev. ed. London, H.M.S.O., 1958. Pp. 33.

Statistics

56. HANSEN, MORRIS HOWARD. *Sample Survey Methods and Theory*, by Morris H. Hansen, William H. Hurwitz and William G. Madow. New York, Wiley, 1953. 2 Volumes.

Contents: v. 1. Methods and applications. v. 2. Theory.

57. KOOPMANS, TJALLING, ED. *Statistical Inference in Dynamic Economic Models*, by Cowles Commission Research Staff Members and Guests. Introd. by Jacob Marschak. New York, Wiley, 1950. Pp. 438.

Women—Employment

58. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Women in Britain*. London, 1958. Pp. 20.

Includes information on the employment of women.

59. INTERNATIONAL LABOUR OFFICE. *The ILO and Women*. Geneva, 1958. Pp. 28.

Miscellaneous

60. CANADA. DEPARTMENT OF LABOUR. GOVERNMENT EMPLOYEES COMPENSATION BRANCH. *Safety Manual for Government Departments and Crown Agencies*. Ottawa, Queen's Printer, 1958. 1. Volume (loose-leaf).

Some of the topics discussed are accident prevention, safety committees, first aid, guarding, clothing, machinery, equipment (manually operated), equipment (power), tools (hand tools), tools (power tools), and, maintenance and repair (general).

61. DUCHEMIN, L. A., Ed. *The Challenge to Our Universities. Speeches by C. D. Howe, and others, delivered at Mount Allison Summer Institute August 14-16, 1958*. Sackville, N.B., Mount Allison University, 1958. Pp. 108.

The three topics discussed were: universities in the mid-twentieth century, the question of national survival, and the question of human values.

62. HOPKINS, EDWARD RUSSELL. *How Parliament works; an Examination of the Functioning of the Parliament of Canada*. Rev. ed. Ottawa, Queen's Printer, 1957. Pp. 50.

"...Describes the organization, functions and functioning of the Parliament of Canada."

63. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Causes of Fluctuations in Popular Support for the Italian Communist Party since 1946*, by Murray Edelman. Urbana, 1958. Pp. 535-552.

An analysis of the reasons for support of the Italian Communist Party.

64. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *A Note on the Use of Evidence in The Organization Man*, by Stanley Stark. Urbana, 1958. Pp. 61-66.

A criticism of the attitude towards aptitude testing of William H. Whyte Jr., in his book, "The Organization Man."

65. MACFARLANE, DAVID L. *The Development of Canadian Agriculture to 1970*, by David L. MacFarlane and John D. Black. [Montreal?] Macdonald College, McGill University, 1958. Pp. 48.

66. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE PHYSICALLY HANDICAPPED. *Minutes of the Annual Meeting, May 8-9, 1958*. Washington, G.P.O., 1959. Pp. 90.

LABOUR STATISTICS

	PAGE
Table A-1 and A-4—Labour Force.....	756
Table B-1—Labour Income.....	758
Table C-1 to C-6—Employment, Hours and Earnings..	759
Table D-1 to D-5—Employment Service Statistics.....	765
Table E-1 to E-4—Unemployment Insurance.....	771
Table F-1 and F-2—Prices.....	773
Tables G-1 to G-4—Strikes and Lockouts.....	774
Tables H-1 and H-2—Industrial Accidents.....	776

A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED APRIL 18, 1959

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,109	110	432	1,717	2,250	1,047	553
Agricultural.....	673	•	47	149	164	285	25
Non-Agricultural.....	5,436	107	385	1,568	2,086	762	528
Males.....	4,595	91	333	1,297	1,658	796	420
Agricultural.....	637	•	46	145	158	262	23
Non-Agricultural.....	3,958	88	287	1,152	1,500	534	397
Females.....	1,514	19	99	420	592	251	133
Agricultural.....	36	•	•	•	•	23	•
Non-Agricultural.....	1,478	19	98	416	586	228	131
All Ages.....	6,109	110	432	1,717	2,250	1,047	553
14—19 years.....	531	14	42	189	163	89	34
20—24 years.....	761	17	54	251	257	123	59
25—44 years.....	2,860	51	185	793	1,080	479	272
45—64 years.....	1,732	27	132	436	656	312	169
65 years and over.....	225	•	19	48	94	44	19
<i>Persons with Jobs</i>							
All status groups.....	5,664	79	380	1,532	2,139	1,012	522
Males.....	4,193	61	284	1,129	1,560	765	394
Females.....	1,471	18	96	403	579	247	128
Agricultural.....	661	•	45	146	162	282	24
Non-Agricultural.....	5,003	77	335	1,386	1,977	730	498
Paid Workers.....	4,546	69	295	1,259	1,814	660	449
Males.....	3,209	53	208	886	1,278	454	330
Females.....	1,337	16	87	373	536	206	119
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	445	31 ⁽¹⁾	52	185	111	35	31
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,403	158	461	1,533	1,801	926	524
Males.....	1,148	50	106	308	344	211	129
Females.....	4,255	108	355	1,225	1,457	715	395

* Less than 10,000.

(1) The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended April 18, 1959		Week Ended March 21, 1959		Week Ended April 19, 1958	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	478	455	555	530	547	525
Without Jobs.....	445	425	525	502	522	502
Under 1 month.....	70	—	81	—	77	—
1—3 months.....	135	—	207	—	158	—
4—6 months.....	156	—	168	—	216	—
7—12 months.....	59	—	47	—	60	—
13—18 months.....	12	—	11	—	*	—
19—and over.....	13	—	11	—	*	—
Worked.....	33	30	30	28	25	23
1—14 hours.....	11	10	12	11	*	*
15—34 hours.....	22	20	18	17	17	15

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 ⁽¹⁾	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1958 Total.....	3,268	28,443	63,853	15,756	13,531	124,851	60,630
1958 First Quarter.....	919	4,686	10,839	2,379	2,420	21,243	9,982
1959 First Quarter.....	330	3,707	9,318	1,809	1,791	16,955	7,861

⁽¹⁾ Total includes 3,883 whose destination is not specified.**TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1958 First Quarter.....	1,493	1,185	228	403	2,061	831	87	2,375	1,721	73	10,457
1959 First Quarter.....	1,157	622	123	316	1,695	595	42	1,404	2,051	51	8,056

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Total ¹
	Mining	Manu- facturing	Trans- portation, Storage, and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
1954—Total....	402	3,903	1,317	310	869	204	1,764	3,010	494	12,432
1955—Total....	430	4,156	1,392	339	911	204	1,874	3,212	539	13,215
1956—Total....	489	4,604	1,537	405	1,102	226	2,072	3,521	590	14,719
1957—Total....	544	4,821	1,647	371	1,189	252	2,268	3,926	639	15,825
1958—Total....	537	4,759	1,671	297	1,131	275	2,373	4,289	678	16,180
1958—Apr.....	43.9	392.3	134.6	.....	.....	.....	.....	.....	.....	1,304.0
May.....	44.9	401.3	141.0	65.7	289.1	69.0	585.4	1,069.7	168.4	1,354.8
June.....	45.6	404.9	143.1	.....	.....	.....	.....	.....	.....	1,384.5
July.....	45.0	402.1	145.7	.....	.....	.....	.....	.....	.....	1,382.1
Aug.....	45.5	399.8	145.7	75.7	335.4	71.1	592.3	1,080.5	172.0	1,385.6
Sept.....	44.5	404.0	143.4	.....	.....	.....	.....	.....	.....	1,405.3
Oct.....	43.2	400.0	142.9	.....	.....	.....	.....	.....	.....	1,389.8
Nov.....	43.1	401.7	142.0	91.3	278.5	70.0	619.4	1,112.4	174.1	1,385.5
Dec.....	42.1	393.7	139.6	.....	.....	.....	.....	.....	.....	1,359.0
1959—Jan.....	45.7	400.0	137.2	.....	.....	.....	.....	.....	.....	1,351.0
Feb.....	45.9	403.2	137.7	69.1	237.4	68.7	604.9	1,138.7	175.7	1,361.5
March.....	45.4	405.7	137.8*	.....	.....	.....	.....	.....	.....	1,370.7*
April.....	45.7	410.0	142.0	.....	.....	.....	.....	.....	.....	1,395.3

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

* Revised.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at March, 1959 employers in the principal non-agricultural industries reported a total employment of 2,590,372. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ⁽¹⁾				Manufacturing			
	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries	
Averages—								
1954.....	109.9	151.6	137.4	59.04	107.3	150.0	139.1	61.15
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1958								
March.....	112.9	185.3	163.4	70.20	108.3	180.4	165.6	72.80
April.....	114.6	188.3	163.8	70.35	108.8	181.6	165.8	72.92
May.....	118.7	196.3	164.7	70.76	110.4	185.6	167.0	73.42
June.....	121.3	200.3	164.6	70.70	112.0	187.4	166.2	73.06
July.....	122.0	201.6	164.7	70.76	111.8	186.0	165.2	72.62
August.....	121.8	201.1	164.5	70.67	111.5	184.9	164.7	72.40
September.....	121.9	201.8	164.9	70.85	112.4	187.2	165.4	72.73
October.....	120.1	199.5	165.6	71.13	110.1	185.0	166.8	73.36
November.....	119.2	199.4	166.7	71.60	109.6	186.0	168.5	74.11
December.....	115.8	186.5	160.4	68.91	106.8	173.4	161.3	70.91
1959								
January.....	113.7	192.2	168.4	72.34	107.5	185.1	170.9	75.16
February.....	113.0	193.1	170.2	73.11	107.5	186.2	171.9	75.59
March.....	113.7	193.0	169.1	72.63	108.3	186.7	171.1	75.25

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1959	Feb. 1959	Mar. 1958	Mar. 1959	Feb. 1959	Mar. 1958
Provinces				\$	\$	\$
Newfoundland.....	106.2	104.5	111.2	64.10	64.26	63.74
Prince Edward Island.....	110.7	101.2	97.7	55.29	55.70	50.86
Nova Scotia.....	87.8	87.1	89.0	59.83	60.27	59.52
New Brunswick.....	96.4	97.5	93.1	61.17	60.55	58.60
Quebec.....	110.9	111.2	111.2	69.56	70.21	67.66
Ontario.....	116.9	116.0	116.7	75.37	75.83	72.73
Manitoba.....	105.9	105.1	103.3	68.97	69.38	65.72
Saskatchewan.....	119.2	118.3	114.3	69.07	69.24	66.78
Alberta (including Northwest Territories).....	145.9	145.0	140.1	75.49	76.71	72.52
British Columbia (including Yukon).....	112.2	109.5	109.4	78.73	79.02	75.58
Canada.....	113.7	113.0	112.9	72.63	73.11	70.20
Urban Areas						
St. John's.....	118.9	120.9	116.4	53.27	52.83	51.80
Sydney.....	68.8	67.3	88.7	73.36	75.40	73.54
Halifax.....	118.5	116.5	113.9	59.50	60.19	57.48
Moncton.....	91.0	91.3	89.9	58.08	58.03	56.58
Saint John.....	110.2	111.5	102.0	56.50	54.83	52.59
Chicoutimi—Jonquiere.....	100.5	100.7	.....	86.99	89.03	.....
Quebec.....	105.6	103.9	104.5	60.16	60.63	58.09
Sherbrooke.....	99.1	97.6	98.0	57.81	58.89	57.19
Shawinigan.....	94.9	95.3	103.1	77.52	78.87	76.51
Three Rivers.....	108.2	106.5	107.8	65.86	67.16	63.41
Drummondville.....	76.8	78.0	70.9	60.48	60.99	58.71
Montreal.....	119.4	118.2	119.0	70.52	71.30	68.57
Ottawa—Hull.....	119.0	118.6	115.6	66.79	67.24	63.50
Kingston.....	107.5	106.8	111.4	69.72	69.84	66.29
Peterborough.....	99.1	97.7	99.6	80.82	81.99	76.81
Oshawa.....	179.0	178.7	167.8	83.50	83.46	77.27
Toronto.....	127.6	126.4	128.7	75.72	75.80	73.31
Hamilton.....	107.3	106.2	106.1	80.45	80.48	76.45
St. Catharines.....	109.2	108.0	109.2	82.49	83.44	79.92
Niagara Falls.....	93.8	93.2	105.9	78.68	78.28	77.25
Brantford.....	92.3	89.2	87.9	69.89	69.68	67.04
Guelph.....	123.2	120.3	111.0	67.57	67.01	66.06
Galt.....	109.3	109.0	109.7	65.41	66.18	62.40
Kitchener.....	115.9	115.0	107.8	68.52	68.92	64.67
Sudbury.....	133.0	129.7	142.8	91.48	87.22	84.59
Timmins.....	91.4	91.8	84.1	66.59	67.04	63.12
London.....	121.3	119.7	116.3	68.64	69.01	65.93
Sarnia.....	102.2	121.1	134.3	93.29	93.25	91.50
Windsor.....	79.4	78.4	81.2	82.28	82.77	77.43
Sault Ste. Marie.....	133.5	132.4	127.5	90.59	91.19	85.99
Ft. William—Pt. Arthur.....	104.5	102.8	106.5	72.38	73.16	69.52
Winnipeg.....	106.8	105.7	102.5	65.96	66.34	63.04
Regina.....	123.6	121.4	114.1	65.66	65.85	62.73
Saskatoon.....	125.1	124.1	120.7	65.02	64.77	62.62
Edmonton.....	174.8	171.4	165.8	70.67	71.14	67.05
Calgary.....	159.3	158.0	150.8	69.99	70.20	67.58
Vancouver.....	114.3	112.9	110.9	77.85	78.05	73.53
Victoria.....	114.7	110.1	114.9	70.75	70.94	66.95

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1959	Feb. 1959	Mar. 1958	Mar. 1959	Feb. 1959	Mar. 1958
Mining.....	118.4	118.8	125.5	91.43	93.21	87.62
Metal mining.....	138.4	136.9	138.1	93.07	94.06	89.48
Gold.....	72.0	72.3	73.9	73.95	74.97	73.47
Other metal.....	200.4	197.2	197.9	99.48	100.58	95.05
Fuels.....	87.6	91.6	107.0	92.18	96.65	87.86
Coal.....	37.9	39.5	57.2	63.06	71.98	68.63
Oil and natural gas.....	283.2	296.5	302.0	107.50	109.58	102.12
Non-metal.....	119.2	117.8	123.4	81.15	80.76	77.58
Manufacturing.....	108.3	107.5	108.3	75.25	75.59	72.80
Durable goods.....	113.1	111.6	115.2	80.71	81.10	77.86
Non-durable goods.....	104.1	104.0	102.3	70.17	70.53	67.93
Food and beverages.....	102.8	101.7	100.6	68.96	68.33	66.05
Meat products.....	129.5	127.4	121.1	79.57	77.28	76.14
Canned and preserved fruits and vegetables.....	70.1	70.7	68.7	63.85	65.15	64.32
Grain mill products.....	101.9	102.7	103.4	71.09	71.55	69.62
Bread and other bakery products.....	107.8	107.1	106.9	65.70	64.89	62.03
Distilled and malt liquors.....	99.3	97.7	99.9	88.24	87.67	82.63
Tobacco and tobacco products.....	111.4	114.3	117.6	64.40	65.78	63.67
Rubber products.....	103.4	103.5	97.4	78.82	79.33	71.41
Leather products.....	89.0	89.0	85.5	50.32	52.13	49.33
Boots and shoes (except rubber).....	96.3	96.8	91.4	47.41	49.95	47.28
Textile products (except clothing).....	79.2	79.1	76.4	60.02	60.32	57.40
Cotton yarn and broad woven goods.....	76.8	77.4	74.4	56.34	55.69	52.49
Woollen goods.....	56.4	56.5	58.2	57.20	57.65	54.61
Synthetic textiles and silk.....	81.4	81.7	79.2	65.87	66.51	63.92
Clothing (textile and fur).....	94.1	94.1	91.3	47.36	48.72	46.98
Men's clothing.....	94.7	94.1	94.5	46.87	48.05	46.32
Women's clothing.....	102.4	103.0	98.0	49.40	50.57	48.96
Knit goods.....	79.3	79.1	76.2	45.62	47.30	45.54
Wood products.....	101.6	100.4	95.9	64.02	64.88	62.97
Saw and planing mills.....	102.9	101.7	94.4	66.20	66.80	65.51
Furniture.....	109.7	108.9	106.9	61.51	62.82	60.08
Other wood products.....	80.9	78.5	82.9	57.52	58.70	56.40
Paper products.....	118.6	118.2	117.7	86.80	88.04	84.65
Pulp and paper mills.....	118.4	118.2	117.8	93.29	94.92	90.92
Other paper products.....	119.1	118.3	117.6	70.94	71.16	69.18
Printing, publishing and allied industries.....	120.0	119.3	118.7	81.65	80.68	78.50
Iron and steel products.....	106.3	104.3	103.4	84.94	85.35	80.82
Agricultural implements.....	79.3	76.2	70.2	87.88	87.68	81.62
Fabricated and structural steel.....	159.8	158.0	153.9	85.17	85.54	82.37
Hardware and tools.....	96.3	94.5	90.8	76.81	77.02	73.94
Heating and cooking appliances.....	101.1	98.3	95.7	71.87	74.48	70.85
Iron castings.....	98.0	97.5	97.7	80.32	81.25	76.80
Machinery, Industrial.....	111.9	109.6	115.2	81.24	82.69	79.15
Primary iron and steel.....	112.5	109.7	108.0	98.66	98.20	91.50
Sheet metal products.....	105.4	102.5	98.5	82.92	83.07	78.26
Wire and wire products.....	116.9	114.8	110.1	86.82	86.71	82.27
Transportation equipment.....	114.2	112.4	130.0	84.85	85.90	81.15
Aircraft and parts.....	259.7	254.1	368.0	89.59	91.13	86.68
Motor vehicles.....	112.4	111.5	109.3	91.53	94.61	86.05
Motor vehicles parts and accessories.....	112.9	109.9	100.2	83.37	83.83	79.72
Railroad and rolling stock equipment.....	66.3	66.1	81.6	78.66	77.83	73.80
Shipbuilding and repairing.....	132.1	129.6	151.6	78.73	78.91	76.51
Non-ferrous metal products.....	122.3	121.6	125.6	87.05	85.07	84.09
Aluminum products.....	129.3	129.7	122.0	82.85	81.19	80.17
Brass and copper products.....	111.2	110.7	98.5	79.26	78.57	74.46
Smelting and refining.....	135.6	133.8	154.1	97.17	94.14	91.92
Electrical apparatus and supplies.....	132.0	131.7	136.2	80.08	80.29	77.91
Heavy electrical machinery.....	109.6	110.3	125.6	87.38	85.89	83.89
Telecommunication equipment.....	204.2	204.1	201.7	77.63	78.77	76.27
Non-metallic mineral products.....	133.5	130.1	122.7	78.54	79.31	75.24
Clay products.....	97.4	94.1	91.7	71.51	72.33	70.59
Glass and glass products.....	140.7	138.9	130.8	77.57	77.89	71.06
Products of petroleum and coal.....	137.6	137.6	137.5	112.26	110.77	104.21
Chemical products.....	125.1	128.5	130.3	85.81	85.69	82.53
Medicinal and pharmaceutical preparations.....	118.9	118.1	119.2	75.48	75.50	73.70
Acids, alkalis and salts.....	140.8	139.9	149.1	99.33	98.71	93.59
Miscellaneous manufacturing industries.....	123.8	122.1	115.7	66.29	67.24	64.45
Construction.....	107.3	104.0	102.4	73.33	76.38	75.72
Building and general engineering.....	108.0	105.0	108.8	78.72	82.31	82.16
Highways, bridges and streets.....	106.0	102.4	92.2	64.49	66.59	63.54
Electric and motor transportation.....	125.0	124.0	119.3	76.66	76.84	73.47
Service.....	132.4	131.7	129.5	49.97	50.14	48.32
Hotels and restaurants.....	120.8	120.1	118.3	39.75	40.48	38.55
Laundries and dry cleaning plants.....	112.7	110.8	114.4	44.26	43.35	43.58
Industrial composite.....	113.7	113.0	112.9	72.63	73.11	70.20

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	March 1959	Feb. 1959	March 1958	March 1959	Feb. 1959	March 1958
Newfoundland.....	40.4	40.7	41.5	1.62	1.76	1.55
Nova Scotia.....	41.1	40.8	41.2	1.62	1.55	1.49
New Brunswick.....	40.3	42.3	40.8	1.51	1.49	1.46
Quebec.....	40.9	41.9	41.3	1.53	1.51	1.49
Ontario.....	40.4	40.7	40.1	1.81	1.80	1.74
Manitoba.....	40.1	40.5	40.5	1.63	1.62	1.54
Saskatchewan.....	39.9	39.4	39.7	1.87	1.85	1.77
Alberta (1).....	40.1	40.5	40.0	1.83	1.81	1.76
British Columbia (2).....	38.0	38.1	38.2	2.07	2.07	2.02

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1959	Feb. 1959	Mar. 1958	Mar. 1959	Feb. 1959	Mar. 1958	Mar. 1959	Feb. 1959	Mar. 1958
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	41.8	42.6	42.3	2.03	2.05	1.96	85.09	87.28	82.78
Metal mining.....	42.3	42.7	42.8	2.10	2.11	2.02	88.73	90.22	86.33
Gold.....	43.1	43.9	43.6	1.60	1.60	1.59	69.02	70.47	69.15
Other metal.....	42.0	42.3	42.5	2.28	2.30	2.18	95.87	97.51	92.57
Fuels.....	38.9	42.3	40.8	1.96	1.98	1.89	76.28	83.76	77.11
Coal.....	35.4	39.7	39.1	1.70	1.75	1.71	60.05	69.53	66.94
Oil and natural gas.....	43.1	45.2	43.7	2.20	2.20	2.16	94.91	99.65	94.44
Non-metal.....	42.3	42.0	42.3	1.84	1.84	1.76	78.04	77.05	74.49
Manufacturing	40.3	40.9	40.4	1.72	1.71	1.66	69.44	69.81	66.98
Durable goods.....	40.5	41.0	40.5	1.86	1.85	1.79	75.61	75.83	72.66
Non-durable goods.....	40.2	40.8	40.4	1.58	1.57	1.52	63.34	63.96	61.45
Food and beverages.....	40.7	40.5	41.1	1.56	1.55	1.46	63.66	62.80	60.21
Meat products.....	41.7	40.4	41.4	1.82	1.80	1.73	76.08	72.93	71.46
Canned and preserved fruits and vegetables.....	38.4	39.8	40.2	1.41	1.41	1.38	54.12	56.06	55.40
Grain mill products.....	40.5	41.4	41.9	1.62	1.62	1.55	65.67	67.29	64.99
Bread and other bakery products.....	43.1	42.7	42.4	1.41	1.49	1.32	60.85	59.51	55.93
Distilled liquors.....	39.3	40.9	39.5	1.88	1.84	1.77	74.06	75.45	69.99
Malt liquors.....	39.6	38.7	39.3	2.12	2.13	1.99	84.11	82.27	78.17
Tobacco and tobacco products.....	37.2	39.6	41.2	1.56	1.52	1.43	58.26	60.21	58.96
Rubber products.....	41.3	42.1	38.6	1.78	1.77	1.67	73.51	74.64	64.35
Leather products.....	39.7	42.0	40.0	1.16	1.15	1.14	46.10	48.40	45.44
Boots and shoes (except rubber).....	39.2	42.2	40.2	1.11	1.11	1.09	43.68	46.75	43.74
Textile products (except clothing).....	41.8	42.3	41.0	1.29	1.28	1.24	53.81	54.27	50.80
Cotton yarn and broad woven goods.....	40.8	40.4	38.6	1.27	1.27	1.22	51.91	51.17	47.21
Woolen goods.....	43.3	43.7	41.9	1.20	1.21	1.17	52.14	52.82	48.86
Synthetic textiles and silk.....	42.3	43.6	43.0	1.38	1.37	1.32	58.50	59.65	56.80
Clothing (textile and fur).....	38.1	39.7	38.7	1.11	1.11	1.08	42.32	43.96	41.99
Men's clothing.....	38.2	39.5	38.4	1.12	1.13	1.10	43.02	44.53	42.16
Women's clothing.....	37.3	38.4	38.1	1.17	1.16	1.14	43.54	44.76	43.51
Knit goods.....	39.4	41.3	39.9	1.04	1.04	1.03	41.08	42.81	41.02
*Wood products.....	40.5	41.5	40.9	1.50	1.49	1.46	60.84	61.68	59.92
Saw and planing mills.....	39.7	40.6	40.2	1.61	1.59	1.58	63.99	64.55	63.44
Furniture.....	41.7	42.7	41.9	1.36	1.36	1.33	56.94	58.20	55.77
Other wood products.....	41.5	43.2	42.3	1.26	1.25	1.22	52.60	53.85	51.65
Paper products.....	40.7	41.3	40.8	1.98	1.99	1.94	80.63	82.37	78.95
Pulp and paper mills.....	40.8	41.5	40.8	2.13	2.14	2.08	86.91	88.95	85.07
Other paper products.....	40.4	40.8	40.8	1.57	1.57	1.51	63.49	64.22	61.69
Printing, publishing and allied industries.....	39.6	39.4	39.8	2.07	2.04	1.98	81.96	80.40	78.84
*Iron and steel products.....	40.5	40.9	40.4	1.99	1.98	1.89	80.63	80.94	76.44
Agricultural implements.....	41.5	41.8	41.1	2.03	1.99	1.90	84.05	83.34	77.93
Fabricated and structural steel.....	39.9	40.2	40.7	1.92	1.92	1.86	76.84	77.13	75.58
Hardware and tools.....	41.3	41.3	41.0	1.71	1.71	1.66	70.89	70.68	68.10
Heating and cooking appliances.....	39.4	41.5	40.6	1.69	1.70	1.63	66.70	70.40	66.34
Iron castings.....	40.2	41.0	39.9	1.90	1.90	1.83	76.59	77.83	73.02
Machinery.....	40.6	41.3	41.1	1.84	1.85	1.78	74.62	76.34	73.20
Machinery, Industrial.....	40.5	41.5	41.1	1.85	1.85	1.80	74.78	77.00	73.86
Primary iron and steel.....	40.2	40.4	39.6	2.36	2.33	2.20	95.09	94.07	87.20
Sheet metal products.....	40.4	40.4	40.1	1.93	1.92	1.83	77.99	77.70	73.42
*Transportation equipment.....	40.5	40.8	40.5	1.96	1.96	1.88	79.51	80.18	76.02
Aircraft and parts.....	41.3	41.6	41.0	1.96	1.92	1.93	80.75	79.92	79.05
Motor vehicles.....	39.9	41.1	39.6	2.13	2.16	2.00	84.80	88.52	79.20
Motor vehicle parts and accessories.....	40.6	40.8	39.8	1.94	1.94	1.88	78.60	79.24	74.86
Railroad and rolling stock equipment.....	40.4	40.1	40.1	1.90	1.89	1.80	76.78	75.85	72.22
Shipbuilding and repairing.....	40.4	40.5	41.6	1.91	1.91	1.82	77.18	77.25	75.50
*Non-ferrous metal products.....	40.2	40.3	40.0	2.04	1.97	1.94	81.88	79.33	77.72
Aluminum products.....	40.8	40.7	40.6	1.73	1.73	1.66	70.60	70.56	67.60
Brass and copper products.....	40.2	40.0	38.8	1.86	1.82	1.76	74.80	73.08	68.09
Smelting and refining.....	40.1	40.2	40.2	2.30	2.20	2.13	92.29	88.42	85.71
*Electrical apparatus and supplies.....	39.8	40.3	39.9	1.76	1.76	1.73	70.10	70.65	68.91
Heavy electrical machinery and equipment.....	38.9	39.7	39.7	1.97	1.94	1.91	78.72	76.89	75.87
Telecommunication equipment.....	39.6	40.2	40.0	1.59	1.60	1.55	63.02	64.29	62.00
Refrigerators, vacuum cleaners and appliances.....	40.2	41.3	40.7	1.77	1.77	1.73	71.27	73.21	70.33
Wire and cable.....	38.8	39.5	41.2	1.91	1.91	1.88	74.08	75.46	77.37
Miscellaneous electrical products.....	40.0	40.5	39.3	1.66	1.66	1.63	66.24	67.30	64.06
*Non-metallic mineral products.....	42.6	43.0	42.6	1.74	1.74	1.66	74.32	74.89	70.63
Clay products.....	41.1	41.6	41.9	1.61	1.61	1.56	66.17	66.92	65.20
Glass and glass products.....	43.3	43.0	41.9	1.73	1.72	1.60	74.98	74.19	67.00
Products of petroleum and coal.....	41.6	41.1	41.4	2.46	2.40	2.28	102.23	98.39	94.52
Chemical products.....	40.8	40.7	40.7	1.86	1.87	1.79	75.67	76.08	72.93
Medicinal and pharmaceutical preparations.....	40.2	40.3	41.0	1.43	1.43	1.41	57.46	57.51	57.93
Acids, alkalis and salts.....	41.6	40.8	41.4	2.20	2.15	2.06	91.57	87.57	85.45
Miscellaneous manufacturing industries.....	40.5	41.8	41.4	1.41	1.41	1.38	57.31	58.94	56.97
Construction	37.9	40.4	41.1	1.83	1.82	1.79	69.26	73.81	73.65
Building and general engineering.....	37.6	40.0	41.4	1.97	1.98	1.93	74.18	79.12	79.90
Highways, bridges and streets.....	38.4	41.3	40.7	1.56	1.55	1.48	60.06	63.93	60.24
Electric and motor transportation.....	41.2	44.5	44.1	1.73	1.73	1.66	76.43	76.89	73.25
Service	39.3	39.5	39.5	1.00	1.00	0.97	39.10	31.31	33.39
Hotels and restaurants.....	39.0	39.8	39.4	0.98	0.98	0.96	38.23	39.13	37.75
Laundries and dry cleaning plants.....	40.3	39.1	40.2	0.98	0.97	0.95	39.48	38.09	38.31

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Last pay period in:						
1958 March.....	40.4	1.66	66.98	160.5	124.3	129.1
April.....	40.4	1.66	67.23	161.1	125.2	128.7
May.....	40.7	1.67	68.05	163.0	125.1	130.3
June.....	40.5	1.67	67.47	161.6	125.1	129.2
July.....	40.3	1.66	66.86	160.2	124.7	128.5
August.....	40.6	1.64	66.58	159.5	125.2	127.4
September.....	40.7	1.64	66.91	160.3	125.6	127.6
October.....	40.8	1.66	67.52	161.8	126.0	128.4
November.....	40.9	1.67	68.43	163.9	126.3	129.8
December.....	40.7*	1.71	69.60*	166.7	126.2	132.1
1959 January.....	40.6	1.70	69.28	166.0	126.1	131.6
February.....	40.9	1.71	69.81	167.2	125.7	133.0
March (1).....	40.3	1.72	69.44	166.4	125.5	132.6

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December 1958 are 37.3 and \$63.71.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Period		Unfilled Vacancies*			Registrations for Employment (2)		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
June	1, 1953.....	24,564	21,143	45,707	152,488	49,614	202,102
June	1, 1954.....	14,284	15,790	30,074	237,848	76,782	314,630
June	1, 1955.....	21,675	18,451	40,126	205,630	76,272	281,902
June	1, 1956.....	44,157	22,612	66,769	160,642	68,697	229,339
June	1, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
June	1, 1958.....	15,172	14,677	29,849	444,584R	156,584R	601,168R
July	1, 1958.....	11,011	13,040	24,051	348,074	155,231	503,305
August	1, 1958.....	11,505	11,858	23,363	252,853	119,157	372,010
September	1, 1958.....	10,012	13,446	23,458	237,319	106,423	343,742
October	1, 1958.....	9,385	11,430	20,815	228,426	107,123	335,549
November	1, 1958.....	7,319	9,552	16,871	255,451	115,711	371,162
December	1, 1958.....	11,579	9,752	21,331	329,050	126,341	455,391
January	1, 1959.....	8,643	8,549	17,192	562,257	158,163	720,420
February	1, 1959.....	9,425	9,295	18,720	615,788	175,574	791,362
March	1, 1959.....	9,007	10,816	19,823	623,338	174,787	798,125
April	1, 1959.....	11,740	13,399	25,139	611,941	169,625	781,566
May	1, 1959 (1).....	16,883	16,280	33,163	498,897	161,742	660,639
June	1, 1959 (1).....	19,758	18,044	37,802	342,605	140,615	483,220

* Current Vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

R—Revised.

(2) From December 1, 1958 registration figures during the seasonal benefit period do not include claimants for fishing benefits. As figures for December 1, 1957 to July 1, 1958 did include claimants for fishing benefits, they have been adjusted.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT APRIL 30, 1959⁽¹⁾

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				Mar. 31 1959	April 31 1958
Agriculture, Fishing, Trapping.....	1,060	220	1,280	+ 244	— 972
Forestry.....	1,496	3	1,499	+ 1,226	+ 101
Mining, Quarrying and Oil Wells.....	1,145	47	1,192	+ 629	+ 511
Metal Mining.....	787	7	794	+	475
Fuels.....	260	24	284	+	188
Non-Metal Mining.....	45	3	48	+	16
Quarrying, Clay and Sand Pits.....	13	1	14	+	8
Prospecting.....	40	12	52	—	58
Manufacturing.....	3,761	2,372	6,133	+ 1,407	+ 1,496
Foods and Beverages.....	372	405	777	+	411
Tobacco and Tobacco Products.....	16	6	22	+	14
Rubber Products.....	57	18	75	+	43
Leather Products.....	94	116	210	+	58
Textile Products (except clothing).....	75	135	210	+	32
Clothing (textile and fur).....	111	837	948	+	67
Wood Products.....	482	73	555	+	245
Paper Products.....	181	70	251	+	85
Printing, Publishing and Allied Industries.....	120	122	242	+	12
Iron and Steel Products.....	618	144	762	+	93
Transportation Equipment.....	611	56	667	+	182
Non-Ferrous Metal Products.....	172	58	230	+	89
Electrical Apparatus and Supplies.....	298	105	403	+	7
Non-Metallic Mineral Products.....	195	30	225	+	0
Products of Petroleum and Coal.....	50	11	61	+	0
Chemical Products.....	191	93	284	+	21
Miscellaneous Manufacturing Industries.....	118	93	211	+	48
Construction.....	1,675	103	1,778	+ 487	— 1,501
General Contractors.....	1,180	66	1,246	+	362
Special Trade Contractors.....	495	37	532	+	125
Transportation, Storage and Communication.....	1,072	341	1,413	+ 215	— 267
Transportation.....	947	158	1,105	+	186
Storage.....	52	31	83	+	35
Communication.....	73	152	225	—	6
Public Utility Operation.....	93	53	146	— 42	— 155
Trade.....	2,280	2,522	4,802	+ 782	+ 1,021
Wholesale.....	739	619	1,358	+	177
Retail.....	1,541	1,903	3,444	+	605
Finance, Insurance and Real Estate.....	622	900	1,522	+ 18	+ 340
Service.....	3,438	9,835	13,273	+ 3,657	+ 858
Community or Public Service.....	554	2,076	2,630	+	940
Government Service.....	1,600	485	2,085	+	506
Recreation Service.....	105	124	229	+	99
Business Service.....	470	443	913	+	93
Personal Service.....	709	6,707	7,416	+	2,019
GRAND TOTAL.....	16,642	16,396	33,038	+ 8,623	+ 1,432

(1) Preliminary—subject to revision.
Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT APRIL 30, 1959⁽¹⁾

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	2,689	1,637	4,326	9,926	2,425	12,351
Clerical Workers.....	1,225	4,162	5,387	19,194	52,801	71,995
Sales Workers.....	1,340	1,148	2,488	7,921	20,395	28,316
Personal and Domestic Service Workers..	896	7,324	8,220	42,671	28,622	71,293
Seamen.....	5	—	5	3,323	16	3,339
Agriculture, Fishing, Forestry (Ex. log.).	1,176	64	1,240	4,576	684	5,260
Skilled and Semiskilled Workers.....	6,517	1,310	7,827	246,034	25,946	271,980
Food and kindred products (incl. tobacco).....	61	15	76	1,987	1,029	3,016
Textiles, clothing, etc.....	74	934	1,008	3,736	15,549	19,285
Lumber and lumber products.....	1,626	3	1,629	45,215	193	45,408
Pulp, paper (incl. printing).....	59	7	66	1,468	661	2,129
Leather and leather products.....	71	81	152	1,461	1,360	2,821
Stone, clay and glass products.....	17	1	18	685	53	738
Metalworking.....	647	10	657	21,123	1,175	22,298
Electrical.....	87	16	103	4,161	1,391	5,552
Transportation equipment.....	15	—	15	1,527	40	1,567
Mining.....	315	—	315	3,209	—	3,209
Construction.....	936	—	936	63,219	11	63,230
Transportation (except seamen).....	693	18	711	47,936	187	48,123
Communication and public utility.....	39	—	39	1,461	4	1,465
Trade and service.....	244	183	427	5,820	2,507	8,327
Other skilled and semiskilled.....	1,462	31	1,493	29,791	1,373	31,164
Foremen.....	92	11	103	5,693	393	6,086
Apprentices.....	79	—	79	7,542	20	7,562
Unskilled Workers.....	3,035	635	3,670	165,252	30,853	196,105
Food and tobacco.....	138	191	329	6,991	8,922	15,913
Lumber and lumber products.....	250	6	256	24,306	501	24,807
Metalworking.....	171	14	185	7,543	790	8,333
Construction.....	1,373	—	1,373	84,883	3	84,886
Other unskilled workers.....	1,103	424	1,527	41,529	20,637	62,166
GRAND TOTAL.....	16,883	16,280	33,163	498,897	161,742	660,639

(¹) Preliminary—subject to revision.

(²) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT APRIL 30, 1959

(Source: U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) April 30, 1959	Previous Month April 2, 1959	Previous Year May 1, 1958	(1) April 30, 1959	Previous Month April 2, 1959	Previous Year May 1, 1958
Newfoundland	636	428	224	24,531	26,392	26,966
Corner Brook.....	18	10	5	5,826	6,297	6,248
Grand Falls.....	.....	4	17	2,821	2,518	2,933
St. John's.....	618	414	202	15,884	17,577	17,785
Prince Edward Island	217	116	215	4,676	5,884	4,701
Charlottetown.....	109	93	117	2,789	3,660	2,765
Summerside.....	108	23	98	1,887	2,224	1,936
Nova Scotia	866	710	697	31,080	40,511	33,687
Amherst.....	13	18	12	1,257	1,388	1,577
Bridgewater.....	38	34	13	1,872	2,445	1,934
Halifax.....	514	499	467	6,041	6,481	6,711
Inverness.....	.....	.....	.....	1,243	1,465	1,369
Kentville.....	76	52	42	3,352	4,181	4,204
Liverpool.....	9	13	4	773	929	862
New Glasgow.....	50	24	59	4,075	5,254	4,787
Springhill.....	.....	.....	.....	1,610	1,670	1,114
Sydney.....	59	13	32	6,104	10,714	5,767
Truro.....	46	2	9	2,027	2,278	2,335
Yarmouth.....	61	55	59	2,726	3,706	3,027
New Brunswick	729	730	770	36,286	41,205	40,405
Bathurst.....	3	7	13	5,340	6,760	6,029
Campbellton.....	45	42	33	3,297	3,555	3,492
Edmundston.....	2	7	6	3,001	3,449	3,410
Fredericton.....	122	117	119	2,835	3,002	2,824
Minto.....	19	21	9	983	923	1,076
Moncton.....	307	322	383	8,168	10,207	9,340
Newcastle.....	7	2	1	3,541	4,341	4,083
Saint John.....	174	173	169	3,717	3,012	4,299
St. Stephen.....	16	5	10	2,091	2,299	2,343
Sussex.....	20	27	9	835	972	883
Woodstock.....	14	7	18	2,478	2,685	2,626
Quebec	7,475	4,977	5,967	227,452	265,630	245,297
Alma.....	21	16	112	3,298	3,685	2,720
Asbestos.....	8	9	10	934	1,170	1,331
Beauharnois.....	20	32	32	1,281	1,568	1,382
Buckingham.....	26	26	16	1,990	2,210	1,609
Causapscal.....	386	8	445	3,803	4,252	4,251
Chandler.....	.....	3	3	2,355	2,847	2,504
Chicoutimi.....	96	95	81	3,249	3,736	2,782
Dolbeau.....	7	10	16	3,120	3,262	2,943
Drummondville.....	40	38	28	2,448	3,101	2,650
Farnham.....	27	23	103	1,228	1,484	1,312
Forestville.....	801	7	41	3,418	3,623	3,145
Gaspé.....	5	7	6	2,440	2,786	2,405
Granby.....	43	65	38	2,631	2,797	2,360
Hull.....	102	47	143	3,928	5,160	4,589
Joliette.....	81	59	110	4,596	5,537	5,128
Jonquière.....	100	32	45	3,519	3,934	3,126
Lachute.....	35	23	41	1,068	1,224	1,021
La Malbaie.....	31	30	9	2,951	3,436	2,757
La Tuque.....	199	80	488	1,342	1,455	1,447
Levis.....	208	60	135	5,091	5,947	5,146
Louisville.....	26	25	48	1,712	2,063	2,032
Magog.....	2	1	2	795	974	1,195
Maniwaki.....	1	18	18	1,664	1,945	2,176
Matane.....	16	13	9	4,521	5,532	5,388
Mégantic.....	16	3	2	1,826	2,143	2,044
Mont-Laurier.....	8	.....	2	1,659	2,019	1,907
Montmagny.....	18	7	30	2,860	3,389	3,298
Montreal.....	3,029	2,509	2,302	66,233	78,433	73,613
New Richmond.....	11	5	1	2,456	3,118	2,707
Port Alfred.....	4	162	1	1,462	1,955	1,438
Quebec.....	726	444	524	15,772	18,227	16,517
Rimouski.....	95	77	83	5,256	6,321	6,003
Rivière du Loup.....	18	13	45	7,031	8,147	7,701
Roberval.....	86	84	15	2,354	2,403	2,662
Rouyn.....	14	19	48	5,516	5,511	6,171
Ste. Agathe.....	15	2	27	1,714	1,961	1,613
Ste. Anne de Bellevue.....	67	52	59	1,054	1,457	1,235
Ste. Thérèse.....	35	28	59	2,015	2,799	2,160
St. Hyacinthe.....	106	81	48	2,117	2,735	2,633
St. Jean.....	89	93	61	2,334	2,719	2,487
St. Jérôme.....	73	49	37	1,855	2,479	2,211
Sept-Îles.....	85	48	75	2,163	2,271	2,230
Shawinigan.....	14	12	10	6,879	7,539	7,084
Sherbrooke.....	169	153	130	5,965	6,783	6,922
Sorel.....	73	40	62	3,000	3,755	2,488
Thetford Mines.....	69	35	106	2,787	2,916	2,394
Trois-Rivières.....	256	258	161	5,841	7,353	6,734
Val d'Or.....	22	11	12	3,431	3,091	4,317

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT APRIL 30, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) April 30, 1959	Previous Month April 2, 1959	Previous Year May 1, 1958	(1) April 30, 1959	Previous Month April 2, 1959	Previous Year May 1, 1958
Quebec—Cont'd.						
Valleyfield.....	31	17	13	2,873	3,426	2,782
Victoriaville.....	15	12	41	2,348	2,831	3,199
Ville St. Georges.....	50	42	34	5,269	6,121	5,348
Ontario.	10,980	9,044	10,088	196,934	239,176	218,659
Arnprior.....	65	5	145	385	509	503
Barrie.....	17	23	56	1,447	1,756	1,261
Belleville.....	49	66	24	2,182	2,595	2,527
Bracebridge.....	210	80	197	1,677	1,996	1,370
Brampton.....	56	29	35	2,816	3,663	1,213
Brantford.....	73	86	78	2,069	2,390	3,402
Brockville.....	34	23	20	677	905	575
Carleton Place.....	12	16	15	433	553	371
Chatham.....	73	95	53	2,319	2,509	2,847
Cobourg.....	22	21	13	747	968	874
Collingwood.....	11	9	8	951	1,346	766
Cornwall.....	185	105	116	4,034	4,724	4,554
*Elliot Lake.....	269			675		
Fort Erie.....	11	8	28	607	784	742
Fort Frances.....	55	30	57	812	991	837
Fort William.....	102	333	527	2,931	3,882	2,961
Galt.....	127	96	55	1,343	1,611	2,054
Gananoque.....	20	12	8	312	494	417
Goderich.....	55	25	30	445	735	571
Guelph.....	61	36	29	1,848	2,091	2,145
Hamilton.....	799	691	554	13,287	16,795	17,498
Hawkesbury.....	16	19	31	1,281	1,765	1,292
Ingersoll.....	57	26	49	621	751	875
Kapuskasing.....	27	5	25	2,041	1,795	2,034
Kenora.....	71	75	62	1,107	1,264	1,102
Kingston.....	145	96	123	2,209	2,611	2,103
Kirkland Lake.....	33	66	64	2,017	2,088	1,930
Kitchener.....	179	122	87	2,226	2,963	3,606
Leamington.....	37	29	23	1,027	1,206	1,363
Lindsay.....	11	15	18	888	1,038	818
Listowel.....	43	31	54	439	586	518
London.....	620	625	505	4,530	5,441	5,196
Long Branch.....	251	162	155	4,129	5,286	4,095
Midland.....	36	21	20	1,051	1,706	868
Napanee.....	9	4	5	655	896	902
Newmarket.....	74	64	53	1,485	1,885	1,258
Niagara Falls.....	62	56	22	2,648	3,601	2,961
North Bay.....	31	23	284	2,598	3,016	2,811
Oakville.....	104	113	90	829	1,209	829
Orillia.....	32	33	25	1,144	1,433	1,277
Oshawa.....	204	140	177	3,768	4,334	4,488
Ottawa.....	1,155	805	1,222	6,064	7,541	6,926
Owen Sound.....	22	13	14	1,795	2,499	2,281
Parry Sound.....	2	1	1	719	892	373
Pembroke.....	187	95	220	2,168	2,690	2,719
Perth.....	25	24	27	751	845	851
Peterborough.....	86	46	218	3,637	4,163	4,259
Pictou.....	10	12	13	434	653	490
Port Arthur.....	331	164	642	5,527	6,128	5,853
Port Colborne.....	9	5	8	1,137	1,286	1,298
Prescott.....	13	14	32	1,043	1,343	1,145
Renfrew.....	9	5	6	879	1,051	1,013
St. Catharines.....	161	115	112	4,464	5,450	5,102
St. Thomas.....	45	63	32	944	1,194	1,411
Sarnia.....	46	60	67	2,585	3,362	2,506
Sault Ste. Marie.....	243	134	279	3,117	3,419	3,298
Simcoe.....	56	57	40	1,018	1,624	1,506
Sioux Lookout.....	5	4	8	395	395	309
Smiths Falls.....	32	27	20	532	637	532
Stratford.....	55	46	21	990	1,217	1,214
Sturgeon Falls.....	6	1		1,406	1,619	1,531
Sudbury.....	237	307	326	5,866	6,695	6,857
Timmins.....	74	67	242	3,563	3,562	3,211
Toronto.....	3,196	2,981	2,242	49,487	59,600	52,245
Trenton.....	44	39	41	887	1,117	945
Walkerton.....	45	41	56	765	1,054	639
Wallaceburg.....	3	3	4	643	931	716
Welland.....	28	20	29	2,219	2,915	3,035
Weston.....	234	144	140	5,225	6,943	2,727
Windsor.....	202	169	84	9,264	11,204	14,500
Woodstock.....	71	68	22	720	976	1,303
Manitoba.	2,989	2,456	1,805	25,042	29,672	29,319
Brandon.....	324	238	278	2,187	3,046	2,551
Dauphin.....	25	44	26	1,688	2,042	1,878
Flin Flon.....	43	47	42	331	294	340
Portage la Prairie.....	106	79	39	1,106	1,498	1,439
The Pas.....	108	146	37	556	451	423
Winnipeg.....	2,383	1,902	1,383	19,174	22,341	22,688

* Prior to April 23, 1959, statistics included with Sudbury.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT APRIL 30, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(¹) April 30, 1959	Previous Month April 2, 1959	Previous Year May 1, 1958	(¹) April 30, 1959	Previous Month April 2, 1959	Previous Year May 1, 1958
Saskatchewan	1,382	1,423	2,092	18,223	24,119	20,156
Estevan.....	80	61	131	412	672	673
Moose Jaw.....	213	204	287	1,200	1,834	1,395
North Battleford.....	66	60	53	1,549	2,097	1,941
Prince Albert.....	97	88	98	2,613	3,152	2,947
Regina.....	299	394	822	4,275	5,543	4,487
Saskatoon.....	351	360	405	3,985	5,199	4,034
Swift Current.....	129	111	94	781	1,196	818
Weyburn.....	30	49	82	404	627	481
Yorkton.....	117	96	120	3,004	3,799	3,380
Alberta	5,097	2,896	5,634	32,227	35,681	40,096
Blairmore.....	5	11	5	756	813	979
Calgary.....	1,687	1,099	955	7,816	9,248	9,361
Drumheller.....	25	18	19	827	992	928
Edmonton.....	2,740	1,202	2,691	17,244	17,472	21,718
Edson.....	22	12	23	883	821	997
Lethbridge.....	304	308	1,232	2,200	3,205	2,756
Medicine Hat.....	209	179	629	933	1,366	1,162
Red Deer.....	105	67	80	1,568	1,764	2,195
British Columbia	2,792	2,359	3,005	64,188	73,296	87,498
Chilliwack.....	64	81	80	1,295	1,869	2,245
Courtenay.....	19	11	11	852	1,026	1,359
Cranbrook.....	15	10	11	1,239	1,518	1,772
Dawson Creek.....	23	17	38	2,249	1,854	2,316
Duncan.....	24	28	18	659	794	1,193
Kamloops.....	38	25	37	2,021	2,259	3,135
Kelowna.....	27	23	15	1,337	1,957	1,616
Kitimat.....	7	7	18	295	421	704
Mission City.....	26	18	2	949	1,184	1,403
Nanaimo.....	29	18	22	1,040	1,302	2,021
Nelson.....	19	19	23	1,147	1,594	1,636
New Westminster.....	263	281	204	7,946	9,101	9,521
Penticton.....	36	18	17	1,493	1,978	1,912
Port Alberni.....	25	32	.....	881	972	1,123
Prince George.....	83	68	52	4,093	2,991	4,801
Prince Rupert.....	15	15	42	1,781	1,828	2,129
Princeton.....	8	3	6	488	612	586
Trail.....	47	62	23	1,257	1,468	1,476
Vancouver.....	1,519	1,156	1,971	26,144	30,238	38,388
Vernon.....	50	42	23	2,036	2,776	2,353
Victoria.....	270	193	218	4,276	4,860	5,138
Whitehorse.....	185	232	174	710	694	671
Canada	33,163	25,139	30,497	660,639	781,566	746,781
Males.....	16,883	11,740	17,323	498,897	611,941	581,382
Females.....	16,280	13,399	13,174	161,742	169,625	165,402

(¹) Preliminary subject to revision.

(²) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1954—1959

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1958 (4 months).....	210,553	135,039	75,514	15,013	53,748	77,627	44,862	19,303
1959 (4 months).....	252,185	168,438	83,747	17,712	64,199	89,445	56,637	24,192

E—Unemployment Insurance

TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, APRIL 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	28.3	124,500	2,664,446
Prince Edward Island.....	6.1	26,795	528,857
Nova Scotia.....	38.1	167,501	3,379,100
New Brunswick.....	37.9	166,966	2,450,247
Quebec.....	212.8	936,264	20,496,444
Ontario.....	185.7	817,136	17,580,110
Manitoba.....	26.9	118,358	2,221,374
Saskatchewan.....	19.3	84,843	1,737,066
Alberta.....	30.2	133,126	2,623,484
British Columbia.....	54.9	241,560	5,283,457
Total, Canada, April 1959.....	640.2	2,817,049	59,964,585
Total, Canada, March 1959.....	763.2	3,052,734	65,868,439
Total, Canada, April 1958.....	735.2	3,088,112	66,679,377

TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, APRIL 30, 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Duration on the Register (weeks)							Percent- age Postal	April 30, 1958 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	610,770	NOT AVAILABLE							44.6	722,252
Male.....	465,108								49.2	570,818
Female.....	145,662								29.9	151,434
Excluding T.....	543,208	78,135	38,056	72,100	67,229	72,818	75,014	139,856	44.5	636,933
Prairie M.....	413,657	58,794	29,490	57,313	53,028	56,175	61,518	97,339	48.9	502,916
Provinces F.....	129,551	19,341	8,566	14,787	14,201	16,643	13,496	42,517	30.3	134,017
Newfoundland.....	25,295	2,564	1,352	2,236	2,980	4,655	5,774	5,734	79.7	30,957
Male.....	23,620	2,392	1,268	2,073	2,775	4,371	5,606	5,135	81.9	29,488
Female.....	1,675	172	84	163	205	284	168	599	51.1	1,469
Prince Edward Island....	4,347	224	170	257	372	749	1,275	1,275	76.0	4,613
Male.....	3,614	170	143	217	304	653	1,160	987	80.2	3,882
Female.....	733	54	27	40	68	116	140	288	55.4	731
Nova Scotia.....	33,849	4,842	2,047	3,472	3,578	5,672	5,471	8,767	54.3	37,936
Male.....	28,459	4,318	1,792	2,960	2,951	4,656	4,891	6,891	56.1	33,086
Female.....	5,390	524	255	512	627	1,016	580	1,876	45.0	4,850
New Brunswick.....	35,163	4,530	2,195	4,737	4,428	5,014	5,947	8,312	70.4	40,138
Male.....	29,714	4,001	1,954	4,243	3,834	4,196	5,225	6,261	73.8	35,126
Female.....	5,449	529	241	494	594	818	722	2,051	51.4	5,012
Quebec.....	213,157	27,479	14,903	29,599	29,006	29,934	28,742	53,494	47.1	239,383
Male.....	169,805	20,351	11,875	25,004	24,664	24,858	24,528	38,524	52.2	193,856
Female.....	43,352	7,128	3,027	4,595	4,342	5,076	4,214	14,970	27.2	45,547
Ontario.....	175,799	29,178	12,428	25,119	20,949	20,564	20,937	46,624	31.5	204,527
Male.....	119,617	20,131	8,566	18,062	14,650	13,476	15,253	29,479	32.9	145,408
Female.....	56,182	9,047	3,862	7,057	6,299	7,088	5,684	17,145	28.4	59,119
Manitoba.....	22,263								37.7	28,256
Male.....	15,962								44.9	20,922
Female.....	6,301								19.5	7,334
Saskatchewan.....	15,854								58.9	18,566
Male.....	12,137								65.4	14,842
Female.....	3,717								37.4	3,724
Alberta.....	29,445								44.1	38,497
Male.....	23,352								48.6	32,138
Female.....	6,093								27.1	6,359
British Columbia.....	55,598	9,318	4,961	6,680	5,916	6,230	6,843	15,650	35.0	79,379
Male.....	38,828	7,431	3,891	4,754	3,850	3,985	4,855	10,062	37.0	62,090
Female.....	16,770	1,887	1,070	1,926	2,066	2,245	1,988	5,588	30.4	17,289

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, APRIL, 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	6,802	5,123	1,679	6,919	5,761	1,158	1,828
Prince Edward Island.....	1,050	889	161	1,293	1,176	117	129
Nova Scotia.....	10,317	6,760	3,557	11,433	10,314	1,119	1,690
New Brunswick.....	11,145	8,334	2,811	12,576	11,152	1,424	1,757
Quebec.....	67,282	49,247	18,035	76,504	67,300	9,204	12,394
Ontario.....	62,722	41,706	21,016	68,771	58,754	10,017	11,077
Manitoba.....	7,961	5,593	2,368	9,079	7,854	1,225	973
Saskatchewan.....	5,414	4,281	1,133	6,244	5,482	762	841
Alberta.....	12,234	8,858	3,376	13,552	11,790	1,762	2,728
British Columbia.....	22,020	13,441	8,579	23,628	20,150	3,478	3,994
Total, Canada, April 1959.....	206,947	144,232	62,715	229,999	199,733	30,266	37,411
Total, Canada, March 1959.....	230,095	164,049	66,046	225,244	200,700	24,544	60,463
Total, Canada, April 1958.....	217,500	150,112	67,388	237,375	211,452	25,923	48,822

* In addition revised claims received numbered 37,767.

† In addition, 38,381 revised claims were disposed of. Of these, 3,212 were special requests not granted and 1,435 were appeals by claimants. There were 4,968 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1959—March.....	4,198,200	3,431,300	766,900
February.....	4,248,000	3,452,000	796,000
January.....	4,169,000	3,383,900	785,100
1958—December.....	4,177,000	3,462,000	715,000
November.....	3,972,000	3,552,800	419,200
October.....	3,901,000	3,577,500	323,500
September.....	3,907,000	3,624,400	282,600
August.....	3,919,000	3,624,400	294,600
July.....	3,931,000	3,630,200	300,800
June.....	4,055,000	3,609,500	445,500
May.....	4,059,000	3,507,900	551,100
April.....	4,107,000	3,384,700	722,300
March.....	4,205,000	3,345,400	859,600

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1958—June.....	125.1	122.7	138.3	109.7	120.6	130.7
July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.6	139.1	109.6	120.5	130.6
September.....	125.6	122.9	139.4	109.5	120.8	131.5
October.....	126.0	123.4	139.6	109.9	113.2	131.8
November.....	126.3	123.2	139.8	110.4	121.5	133.1
December.....	126.2	122.2	139.9	110.5	122.0	133.4
1959—January.....	126.1	122.3	140.2	109.2	121.8	133.4
February.....	125.7	121.2	140.2	108.8	122.0	133.4
March.....	125.5	120.0	140.3	109.4	122.3	133.4
April.....	125.4	119.3	140.5	109.6	122.6	133.7
May.....	125.6	118.5	141.0	109.7	122.5	134.9
June.....	125.9	119.1	141.5	109.2	122.5	135.4

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MAY 1959

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	May 1958	April 1959	May 1959					
(1) St. John's, Nfld.....	112.3	113.9	114.2	111.8	114.8	104.2	109.6	126.3
Halifax.....	122.7	125.1	125.4	115.0	133.2	118.7	128.9	137.9
Saint John.....	125.3	126.8	126.9	117.8	135.6	117.9	123.6	141.8
Montreal.....	125.2	125.6	125.9	122.6	143.2	105.6	119.7	136.0
Ottawa.....	125.5	125.8	126.0	117.0	146.7	113.4	121.3	135.6
Toronto.....	128.8	127.9	128.1	117.3	153.9	112.7	123.6	136.0
Winnipeg.....	123.3	122.7	122.8	117.2	131.5	115.5	118.7	131.7
Saskatoon—Regina.....	121.9	121.9	122.1	117.1	122.3	120.1	123.8	127.6
Edmonton—Calgary.....	121.7	122.0	122.0	115.8	125.3	117.8	121.7	131.2
Vancouver.....	125.7	127.1	126.8	119.8	137.9	115.1	129.3	135.0

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on this series see page 542, May issue.

TABLE G-1.—STRIKES AND LOCKOUTS, 1954-1959

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1954.....	156	174	62,250	1,475,200	0.15
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,881	0.14
*1958.....	251	260	107,497	2,879,120	0.24
*1958: May.....	19	33	8,238	71,620	0.07
June.....	21	40	7,845	106,435	0.11
July.....	26	46	6,078	84,330	0.08
August.....	25	54	18,495	255,360	0.25
September.....	26	56	48,444	491,280	0.49
October.....	19	48	41,537	857,390	0.85
November.....	28	49	26,898	281,525	0.28
December.....	5	31	18,129	243,105	0.24
*1959: January.....	14	38	13,739	158,730	0.16
February.....	9	29	7,068	123,175	0.12
March.....	16	31	20,973	95,430	0.10
April.....	12	22	8,747	72,340	0.07
May.....	20	32	5,359	60,825	0.06

*Preliminary.

TABLE G-2.—STRIKES AND LOCKOUTS, MAY 1959, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....			
Fishing.....			
Mining.....	2	485	1,770
Manufacturing.....	17	4,252	54,065
Construction.....	5	165	290
Transportation, etc.....	2	178	310
Public utilities.....	1	39	310
Trade.....	4	231	3,845
Service.....	1	9	235
All industries.....	32	5,359	60,825

TABLE G-3.—STRIKES AND LOCKOUTS, MAY 1959, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	28	180
Prince Edward Island.....			
Nova Scotia.....	1	380	1,140
New Brunswick.....			
Quebec.....	7	861	7,945
Ontario.....	15	2,158	17,830
Manitoba.....	1	6	55
Saskatchewan.....	1	6	10
Alberta.....	1	9	10
British Columbia.....	3	133	1,295
Federal.....	2	1,778	32,360
All jurisdictions.....	32	5,359	60,825

TABLE G-4.—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY 1959

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			May	Accu- mulated		
MINING— Canadian Exploration, Salmo, B.C.	Mine Mill Loc. 901 (Ind.)	105	630	2,940	Apr. 1 May 11	Wages ~ 5¢ an hour in- crease.
Acadia Coal Co. (MacBean Mine), Thorburn, N.S.	Mine Wkrs. Loc. 8672 (Ind.)	380	1,140	1,140	May 22 May 26	Disciplinary measure in- volving one worker ~ Return of workers.
MANUFACTURING— <i>Food Products—</i> Catelli Food Products, Montreal, Que.	Bakery Wkrs. Loc. 333 (CLC)	400	3,600	3,600	May 16 May 28	Union recognition ~ Re- turn of workers, pending decision of labour re- lations board.
<i>Rubber Products—</i> Dunlop Canada, Toronto, Ont.	Rubber Wkrs. Loc. 132 (AFL-CIO/CLC)	531	100	100	May 6 May 6	Grievance in one de- partment ~ Return of workers.
Dunlop Canada, Toronto, Ont.	Rubber Wkrs. Loc. 132 (AFL-CIO/CLC)	163	325	325	May 27	Disciplinary measure in- volving one worker ~
<i>Textile Products—</i> Thor Mills, Granby, Que.	Textile Wkrs. (CCCL)	100	100	100	May 26 May 26	Dismissal of one worker ~ Return of workers pending meeting with conciliator.
<i>Iron and Steel Products—</i> W. C. Wood Co., Guelph, Ont.	United Electrical Wkrs. Loc. 544 (Ind.)	122	2,440	4,910	Apr. 3	Cost of living, seniority rates, bonus system ~
American-Standard Products (Can.) Toronto, Ont.	Steelworkers Loc. 3589 (AFL-CIO/CLC)	325	325	325	May 11 May 12	Seniority rights ~ Re- turn of workers, referral to arbitration.
<i>Transportation Equipment</i> Griffin Steel Foundries, St. Hyacinthe, Que.	Metal Trades (CCCL)	140	140	17,080	Nov. 6 May 2	Disciplinary dismissal of one worker, grievances ~ Return of most workers.
Studebaker-Packard of Canada, Hamilton, Ont.	Auto Wkrs. Loc. 525 (AFL-CIO/CLC)	485	10,185	10,185	May 13	Wages ~
<i>Electrical Apparatus and Supplies—</i> Robbins & Myers Co., of Canada, Brantford, Ont.	Auto Wkrs. Loc. 397 (AFL-CIO/CLC)	138	965	965	May 21	Wages ~
<i>Non-Metallic Mineral Products—</i> Brique Citadelle, Boischâtl and Villeneuve, Que.	Union Fédérale des Em- ployés de Briqueteries Loc. 103 (CTC)	100 (83)	2,250	2,550	Apr. 27	Scope of collective agreement ~
<i>Chemical Products—</i> Polymer Corporation, Sarnia, Ont.	Oil, Chemical Wkrs. Loc. 16- 14 (AFL-CIO/CLC)	1,605	32,100	76,690	Mar. 18	Wages, working con- ditions ~
TRANSPORTATION ETC.— Shipping Federation of B.C. Port Alberni, B.C.	Int. Bro. Longshoremen Loc. 503 (CLC)	173	260	260	May 21 May 22	Payment of waiting time ~ Return of work- ers.
TRADE— Three Waste Paper Firms, Long Branch and Toronto, Ont.	Teamsters Loc. 938 (CLC)	124 (30)	1,735	1,735	May 12	Wages, retroactive pay ~

Figures in parentheses show the number of workers indirectly affected.

H.—Industrial Fatalities

TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE FIRST QUARTER OF 1959 BY GROUP OF INDUSTRIES AND CAUSES

Note: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....													
Struck by—													
(a) Tools, machinery, cranes, etc.....	1	2		1	3	2		1					10
(b) Moving vehicles.....		5		2		7	1	9	1				26
(c) Other objects.....	1	12		14	4	11		1	2		1		47
Caught In, On or Between Machinery, Vehicles, etc.....	1	1		2	4	3		2	1		1		15
Collisions, Derailments, Wrecks, etc.....	4	10	16		3	7	1	12	5		4		62
Falls and Slips—													
(a) Falls on same level.....					2	1			2				5
(b) Falls to different levels.....	1	2	1	4	3	3	1	6	2	1	1		25
Conflagrations, Temperature Extremes and Explosions.	1	1		7	3	3	1	3	1		3		23
Inhalation, Absorptions, Asphyxiation and Industrial Diseases.....				6	6	3	1	1					17
Electric Current.....					4			1					5
Over-exertion.....				1				1			2		4
Miscellaneous Accidents.....					1	2					2		5
Total, First Quarter—1959.....	9	33	17	37	33	42	5	37	14	1	16		244
Total, First Quarter—1958.....	9	29	4	40	41	60		24	10	1	29		251

TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1959

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....			1		1	3	1	1	2			9
Logging.....				2	2	10				19		33
Fishing and Trapping.....	16		1									17
Mining and Quarrying.....			3		4	11	2	1	4	10	2	37
Manufacturing.....			1	1	6	22			2	1		33
Construction.....	1		2	1	14	12		2	7	3		42
Public Utilities.....					1	3			1			5
Transportation, Storage and Communications.....	1				6	12		4	3	10	1	37
Trade.....			1		2	8		1		1		14
Finance.....					1							1
Service.....	1				3	2	2		1	7		16
Unclassified.....												
Total.....	19		9	4	40	83	5	9	21	51	3	244*

* Of this total 196 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 48 were obtained from other non-official sources.



CANADA

THE

LABOUR GAZETTE



933

LABOUR DAY 1959

Published Monthly by the

DEPARTMENT OF LABOUR

CANADA

Vol. LIX

No. 8

AUGUST 31, 1959

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor
W. S. Drinkwater

Editor, French Edition
Guy de Merlis

Assistant Editor
W. R. Channon

Circulation Manager
J. E. Abbey

Cover Photograph
National Film Board

Vol. LIX, No. 8	CONTENTS	AUGUST 31, 1959
Employment Review		777
Collective Bargaining Review		790
Notes of Current Interest		796
Items of Labour Interest from House of Commons		803
International Association, Employment Security Personnel ..		805
Labour Day Messages		808
Professional Distribution of Women		813
Training and Re-training of Older Workers		814
50 Years Ago This Month		815
International Labour Organization:		
43rd Conference Adopts International Labour Instruments		816
Canada Ratifies Abolition of Forced Labour Convention ..		827
142nd Session of ILO Governing Body		827
Teamwork in Industry		828
Industrial Relations and Conciliation:		
Certification Proceedings		829
Conciliation Proceedings		831
Labour Law:		
Legal Decision Affecting Labour		834
Recent Regulations under Provincial Legislation		834
Unemployment Insurance:		
Monthly Report on Operations		839
Decision of Umpire		840
Labour Conditions in Federal Government Contracts		843
Prices and the Cost of Living		849
Publications Recently Received in Department's Library		851
Labour Statistics		855

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Current Situation

Another substantial increase in activity raised the employment level by 153,000 between June and July. This gain, when added to that of previous months, has made this year's employment expansion one of the largest on record. In the four months of heaviest seasonal demand for labour—mid-March to mid-July—the economy has provided more than 650,000 additional jobs. This represents an increase of 12 per cent, larger than for the corresponding period of the past three years and equal to that of 1955. The employment total in July, 6,206,000, was up 3 per cent over the year.

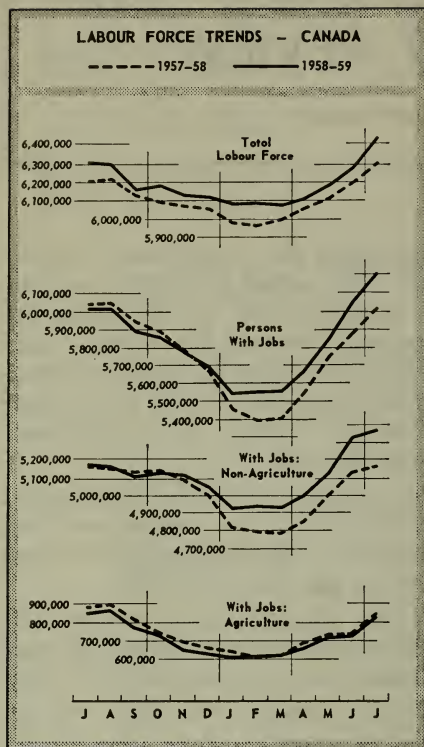
The labour force expanded at a more moderate rate than employment, increasing by 357,000 from mid-March to mid-July. The margin over last year rose to 120,000 by July, which is not much less than the long-term average and considerably more than the average gain for the first six months.

Of the total increase in employment during July, two-thirds was in agriculture and 95 per cent were males. The gain was concentrated among younger workers because of the heavy influx of students, who are normally the main source of additional labour at this time of year. Among males there was an increase of 130,000 in the 14-19 age group, representing more than 80 per cent of the total increase in the number of men with jobs. For females there was an increase of 60,000 teenage girls with jobs, with off-setting decreases in most other age groups.

The increase in job opportunities had a noticeable effect on the proportion of the population participating in the labour force (i.e., either working or seeking work). This was particularly true for teenagers. Among males aged 14-19 the participation rate fell sharply through most of 1958 and the first half of 1959. In July it recovered to a level almost as high as a year ago, although it was still lower than in previous years. The participation rate for females in this age group also showed a sharp recovery from the low levels of this spring.

Since the net increase in jobs was accompanied by an almost equal net increase in entrants into the labour force, there was little change in the level of unemployment during July. The number seeking work fell only 6,000 between June and July, to a total of 228,000. The number on temporary layoff, at 12,000, was also down slightly over the month. The comparable figures for the same time last year were 291,000 "seekers" and 19,000 on temporary layoff.

The last half of the month saw unemployment increase in a number of manufacturing centres in Ontario, and in parts of British Columbia affected by the strike of woodworkers. In total, however, the local labour market picture was still much better than a year ago. At this time last year there were still 27 areas with a substantial labour surplus. By the end of July this year, the number in this category had been reduced to one.



In nonfarm industries, the employment margin over last year rose to 199,000, almost 4 per cent. The construction industry was the main factor in the strong advance in July. Progress in this industry had been rather slow in earlier months because of delays in road and highway projects and a drop in the number of new housing starts. During July, however, road building got well underway and was supported by renewed expansion in industrial and commercial building. As a result, employment in the industry was again well above last year's level.

More modest gains were recorded in most of the other main industry subdivisions. Of these, services continued to account for a major part of the increase over last year. Only in mining was employment still lower than a year earlier. Total manufacturing employment, though higher than last year, has been rising more slowly in recent months than is usual at this time of year. In some parts of manufacturing, however, the expansion since last fall has been quite rapid. This is

particularly true in the manufacture of iron and steel products, especially primary steel, sheet metal and heating and cooking appliances.

Weakness in demand for transportation equipment has been one of the main factors retarding the advance of employment in manufacturing as a whole. Employment in this group of industries in May was down 11 per cent over the year in spite of a considerable gain in motor vehicles and parts. Most of the decrease is concentrated in aircraft manufacturing, in which employment was down to two-thirds of its 1957 peak. Almost all of this drop was in Ontario, resulting from the cancellation of the Arrow program; employment in the Quebec aircraft industry has been fairly stable in recent months, and new contracts recently awarded should boost employment there.

Those employed in manufacturing have been working longer hours this year. In the first five months of 1959, the average work week was 40.9 hours, up from 40.4 hours a year earlier. Longer hours were evident in most industries, particularly in textile and rubber.

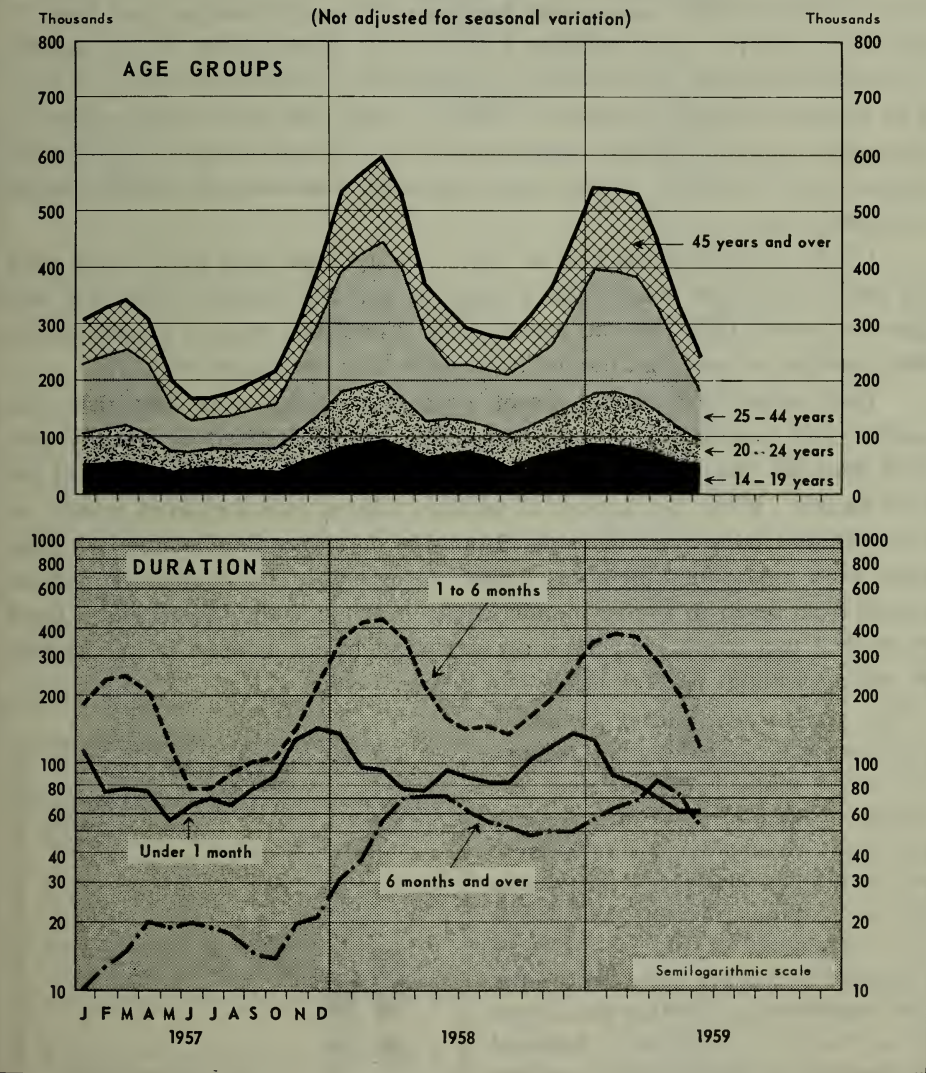
Industrial disputes were more prevalent during July than they have been since last fall. In all, some 38,000 workers were on strike at the end of the month, close to last year's peak of 42,500, in October. The strike of woodworkers in British Columbia accounted for almost all of this year's total.

Characteristics of the Unemployed

Unemployment has been falling fairly steadily since the end of last year and by mid-July amounted to 3.5 per cent of the labour force compared with 4.6 per cent in July 1958. The decline stems from two developments. The first is a substantial increase in employment, and the second is the relatively slow rate at which the labour force has expanded during the past year.

The decline in unemployment has involved both sexes and all age groups. In June, male job-seekers,* accounting for 85 per cent of the total, showed a year-to-year decline of 77,000; females were 13,000 lower than a year before.

CHARACTERISTICS OF PERSONS WITHOUT JOBS AND SEEKING WORK
1957 TO DATE



* Refers to persons without jobs and seeking work, *The Labour Force*, DBS.

At mid-year the number of men seeking work constituted 4.2 per cent of the male labour force compared with 5.9 per cent a year before. For women the percentage had dropped from 3.2 to 2.3.

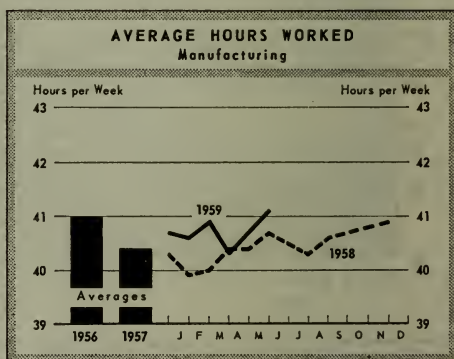
People 20 to 24 years of age registered the largest percentage decrease in job seekers during the past year. Unemployed men 64 years of age and over were still having difficulty finding jobs, the number seeking work being virtually the same as in June 1958. Boys and girls 14 to 19 years of age continued to have the highest rates of unemployment, with one of every eleven in the labour force seeking a job in June. Teenage job-seekers rose less sharply than job-seekers in any other age group during the business downturn, but fell at a more moderate rate during the current business upswing.

Single men constituted a smaller proportion of total male job-seekers in June 1959 than in the same month last year. The proportion dropped from 52 per cent to 48 per cent, reflecting a particularly sharp decline in the number of jobless single men. There were very few married women job-seekers in June. This category normally accounts for only a small part of the total number of job-seekers, and the relative importance of the group showed a still further decline over June 1958. Single women registered a substantially smaller decline than single men.

Of the 234,000 job-seekers in June, almost 24 per cent were out of work for seven months or more. This proportion was considerably higher for men than for women. Older persons appear more subject to long-term unemployment than younger persons, and the unskilled more than the skilled workers.

Both short-term unemployment (persons seeking work less than one month) and persons out of work one to six months declined by roughly one-third over the year and between them accounted for about 90 per cent of the total decline. While the number of persons without jobs for seven months or more showed little over-all change from the corresponding month last year, there were important differences within this group. The number of persons jobless from seven to twelve months declined at much the same rate as those in the first two groups, but the drop was offset by an increase in the number of persons without jobs for more than a year.

The year-to-year decline in unemployment was shared by all regions. The most marked improvement occurred in Ontario and the western provinces. Unemployment rates were still fairly high during June in Quebec and the Atlantic regions; job-seekers as a percentage of the labour force amounted to 5.4 per cent and 6.8 per cent respectively. The rate was lowest in the Prairies (1.6 per cent), followed by Ontario (2.7 per cent) and the Pacific (3.9 per cent).



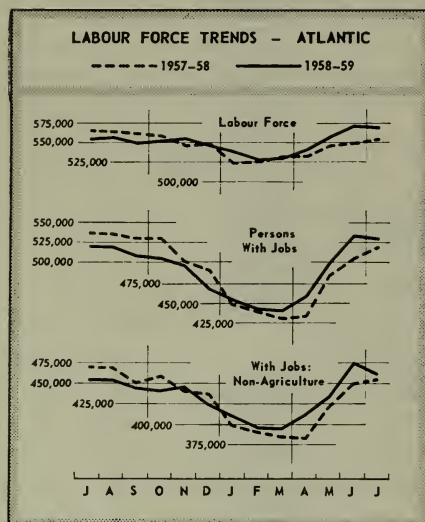
CLASSIFICATION OF LABOUR MARKET AREAS—JULY 1959

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	WINDSOR ←	Quebec-Levis St. John's Vancouver- New Westminster	Calgary Edmonton → HALIFAX Hamilton Montreal Ottawa-Hull Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)		Corner Brook Cornwall Joliette Lac St. Jean New Glasgow NIAGARA PENINSULA ← OSHAWA ← PETERBOROUGH ← Rouyn-Val d'Or Saint John Shawinigan Sherbrooke → SYDNEY Trois Rivières Victoria	Brantford Farnham- Granby → FORT WILLIAM- PORT ARTHUR Guelph Kingston Kitchener London → MONCTON → SARNIA Sudbury → TIMMINS- KIRKLAND LAKE	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Barrie Thetford-Megantic- St. Georges	Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina → RIVIERE DU LOUP Saskatoon → YORKTON	
MINOR AREAS (labour force 10,000-25,000)		Brampton CENTRAL VANCOUVER ISLAND ← Drummondville Fredericton Newcastle Okanagan Valley Rimouski St. Stephen Sorel Summerside Victoriaville	→ BATHURST → BEAUHARNOIS → BELLEVILLE- TRENTON Bracebridge Bridgewater → CAMPBELLTON → CHILLIWACK Cranbrook → DAUPHIN → DAWSON CREEK Drumheller → EDMUNDSTON Galt → GASPE Goderich Grand Falls Kamloops → KENTVILLE Kitimat Lachute-Ste. Therese Lindsay Listowel Medicine Hat → MONTMAGNY North Bay Owen Sound Pembroke → PORTAGE LA PRAIRIE → PRINCE GEORGE Prince Rupert → QUEBEC NORTH SHORE Ste. Agathe- St. Jerome St. Hyacinthe St. Jean St. Thomas Sault Ste. Marie Simcoe Stratford Swift Current → TRAIL-NELSON Truro → VALLEYFIELD Walkerton Weyburn → WOODSTOCK Woodstock-Ingersoll Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 339, March issue.

Employment Situation in Local Areas

ATLANTIC



Between June and July the over-all employment situation in the Atlantic region showed very little change. An estimated 530,000 persons had jobs in July, some 3,000 fewer than in the previous month but 12,000 more than a year before. Farm employment expanded as usual in response to demand for farm help, but the gain was offset by reduced activity in some non-farm industries. Seasonal slackening occurred in fishing, fish processing and logging. Coal mines in Nova Scotia operated steadily during the month, ending a series of periodic shutdowns that began early last summer. Apart from the steel industry, which showed a further employment gain during the month, there was little

evidence of improvement in heavy manufacturing. The construction industry was fairly active during July but most types of skilled construction tradesmen were still in plentiful supply.

While total employment was higher than in July 1958, weaknesses were still evident in a number of key industries. Pulpwood logging, which provided jobs for some 15,000 workers during the summer of 1957, employed only about half that number this summer. Sawmilling was more active this year than in 1958 but market conditions have shown little real change and stocks of lumber were excessive in most areas.

The general level of manufacturing employment shows little improvement. The pulp and paper products industry has registered an advance of 5 per cent over the year, and prospects have also brightened in iron and steel, where some workers have been recalled. In both industries, however, the employment gains have been smaller than the earlier losses. The transportation equipment industry has been a major source of weakness during the last year owing to reduced orders in shipbuilding, aircraft and railway rolling stock.

Unemployment was lower than last year in almost all local areas. The classification of the 21 areas in the region at the end of July was as follows (last year's figures in brackets): in substantial surplus, 0 (1); in moderate surplus, 9 (15); in balance, 12 (5).

Local Area Developments

Halifax (metropolitan) was reclassified from Group 2 to Group 3. Seasonal expansion resulted in greater job opportunities in this area. Skilled construction workers were in fairly strong demand; however, construction experienced delays due to unfavourable weather. Total industrial employment in Halifax was 3.6 per cent higher than a year earlier in May. All industries shared in the improvement, with gains ranging from 1 per cent in manufacturing to 11 per cent in construction.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	July 1959	July 1958	July 1959	July 1958	July 1959	July 1958	July 1959	July 1958
Metropolitan.....	—	3	5	7	7	2	—	—
Major Industrial.....	1	10	15	13	10	3	—	—
Major Agricultural.....	—	2	4	4	10	8	—	—
Minor.....	—	12	27	36	31	10	—	—
Total.....	1	27	51	60	58	23	—	—

St. John's (metropolitan) remained in Group 2. The employment situation changed very little between June and July. Construction activity was maintained at a high level despite the fact that housing starts during the first half of the year were substantially lower than in the comparable period last year. Construction of a \$13-million university building is expected to provide jobs for several hundred workers. The usual movement of farm labourers from Newfoundland to Ontario helped to reduce the level of unemployment.

Sydney (major industrial) was reclassified from Group 1 to Group 2. Resumption of full-scale mining operations was a significant development in this area. Employment in local fish plants slackened as the lobster fishing season came to an end about mid-month. The construction industry showed continuing strength: house-building activity was maintained at a higher level than last year.

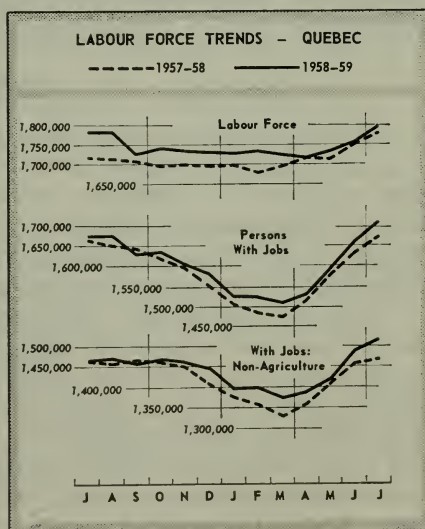
Moncton (major industrial) was reclassified from Group 2 to Group 3. Apart from seasonal influences, the employment situation changed very little over the month in the Moncton area. The general level of industrial employment continued higher than last year.

Kentville, Bathurst, Campbellton, Edmundston and Woodstock (minor) were reclassified from Group 2 to Group 3.

QUEBEC

Employment in the Quebec region was substantially higher in July. At mid-month, the number of persons with jobs was estimated to be 1,716,000, an increase of 56,000 since June and 42,000 more than a year ago. In contrast to last year, when agriculture accounted for almost the entire gain in employment during the month, more than half of the increase this year occurred in non-farm occupations. It was the largest June-to-July increase in non-farm employment in many years.

Construction employment played a large part in the improved non-farm job situation. Industrial, commercial and institutional building was especially active; residential building declined moder-



ately. Summer employment in forestry was markedly higher than last year, and the seasonal downturn occurred later. At the end of May, mining employment was also higher than a year ago, largely due to increased output of iron ore.

Manufacturing employment at the end of May was slightly higher than in the same month last year. There was greater activity in the textile, clothing, leather, transportation equipment and wood products industries. In some instances, the level of employment in these industries had reached a point higher than either the 1958 or the 1957 figure at this time of year. Further expansion in the aircraft and shipbuilding industry is expected to result from new contracts recently received. Reports also indicate that production in primary and secondary textile plants will be resumed at relatively high levels after the vacation period.

There was a further decline in unemployment during July. At the end of the month, half of the region's labour market areas were in the balanced, and half in the moderate surplus, category. Last year all but three of the 24 labour market areas had a labour surplus.

Local Area Developments

Montreal (metropolitan) remained in Group 3. Employment in construction and manufacturing expanded further during the month. In response to the high level of construction activity, employment rose in plants manufacturing building materials. Improved production was reported in most firms manufacturing iron and steel goods. Increased hiring in the transportation equipment industry was reported during the month as a result of new contracts in the aircraft and shipbuilding industries.

Quebec-Levis (metropolitan) remained in Group 2. Activity was brisk in the woods; saw and planing mills worked at capacity. Holidays prevailed at textile mills and clothing factories but reports indicated that workers would be recalled earlier than last year.

Rivière du Loup (major agricultural) and **Beauharnois, Gaspé, Montmagny, Quebec North Shore and Valleyfield** (minor) were reclassified from Group 2 to Group 3. The continuing high level of employment in the woods, a further expansion of construction and a seasonal rise in farm activity resulted in a considerable drop in unemployment.

ONTARIO

Employment in Ontario continued a greater than seasonal rise during the month, reaching the highest level on record at mid-July. The number of persons with jobs was 2,294,000, an increase of 55,000 from the previous month and of 73,000 from the previous year. About two-fifths of the month-to-month increase occurred in agriculture; the increase over the year, however, was virtually all in non-agricultural industries.

The first half of July was marked by a steady increase in demand for labour, with the anticipation of manpower shortages in a number of skilled occupations. This trend was partly arrested in the latter part of the month as many industries began closing down their plants for annual vacations, inventory taking and model change-over. Motor vehicle production came to a standstill in the second half of the month, owing to shutdowns for annual holidays and inventory taking. As a result, total production in July was about 15 per cent lower than in the previous month but was 26 per cent above last year's level.

The general upward trend of manufacturing production and employment extended to both durable and non-durable consumer goods and to some capital goods. Most noticeable was the improvement in the output of steel, agricultural implements and other iron and steel products. Employment in these industries, which had been in a rather depressed state through most of 1958, has now reached an all-time high. At mid-July, the steel mills operated at almost 95 per cent of rated capacity, compared with less than 70 per cent a year earlier. In the farm implements industry large-scale seasonal layoffs, usual at this time of year, have thus far been averted by a diversification of production.

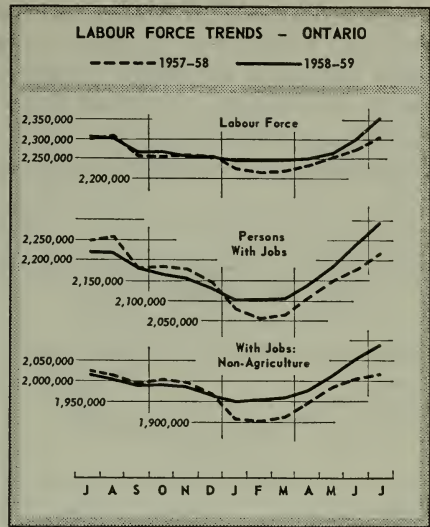
Construction activity continued to increase seasonally, aided by an upturn in new housing starts after a decline in the previous month, but total construction employment has not reached last year's level.

An unusually large increase in the labour force during the month, due chiefly to the influx of high school students, has been the cause, together with layoffs, of a slight rise in unemployment. However, the level of unemployment is below last year. Seven of the 34 areas in the region were reclassified during the month, three from the moderate surplus to the balanced category, and four (the areas where model change-over has affected the auto industry) from the balanced to the moderate surplus category. The area classification at the end of July was as follows (last year's figures in brackets): in substantial surplus, 1 (2); in moderate surplus, 6 (14); in balance, 27 (18).

Local Area Developments

Metropolitan Areas with Classification Unchanged: Hamilton (Group 3). Employment remained considerably higher than last year. The iron and steel products industries showed the greatest buoyancy. The automobile plant plans the shortest model change shutdown in several years. In a number of other industries, plants were shut down in July for vacations. **Ottawa-Hull** (Group 3). Employment conditions continued to improve, and labour shortages were avoided only by the influx of students and workers from outside points. Activity in sawmills and in the pulp and paper industry in the area continued at a high level. **Toronto** (Group 3). Economic activity remained high, despite a slowdown during the month due to vacation shutdowns. A high volume of production and new hirings were reported both in consumer durables and non-durables, particularly in meat packing, agricultural implements, fabricated and structural steel, and light electrical apparatus and supplies.

Windsor (metropolitan) was reclassified from Group 2 to Group 1. Layoffs for inventory-taking in the motor vehicles and supplies industries, followed by plant shutdowns for annual holidays, resulted in increased unemployment. It is expected that production will be resumed in the first half of September, after several idle weeks for model change-over.

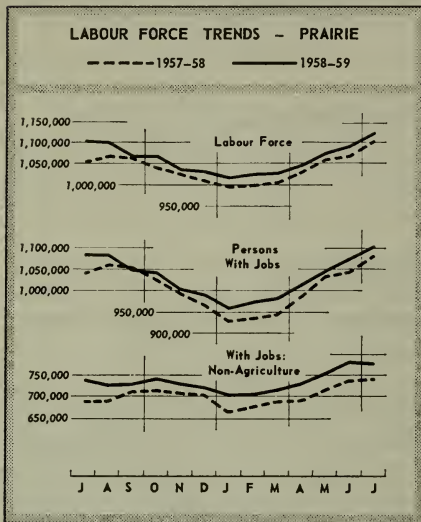


Niagara Peninsula, Oshawa and Peterborough (major industrial) were reclassified from Group 3 to Group 2. The reclassification was mainly the result of plant shutdowns for annual holidays.

Sarnia and Timmins-Kirkland Lake (major industrial) were reclassified from Group 2 to Group 3.

Belleville-Trenton (minor) was reclassified from Group 2 to Group 3.

PRAIRIE



Economic activity on the Prairies maintained its usual mid-summer buoyancy. July employment was estimated at 1,105,000, an increase of 32,000 from the month before. Hay cutting, work on specialty and irrigated crops, and preparations for harvest caused a large increase, amounting to 38,000, in the farm work force.

Stands of wheat, barley and flax were heavy in Manitoba and crops were generally quite good in south-central and eastern Saskatchewan and in central Alberta. Next to the international boundary and in large areas around Saskatoon and Battleford, however, as well as in eastern Alberta and in part of the Peace River district, most crops were reported

moderate to poor. Damage from grasshoppers, cutworms and hail was not excessive.

Industrial employment, usually stable in the holiday season, was not quite as strong as usual but nevertheless remained more than 5 per cent higher than a year earlier. Steadiest during the month were the trade and service industries, which during the first half of this year have increased employment levels over 1958 by 5 and 3 per cent respectively. Manufacturing employment moved from fractionally above the 1958 levels early in the year to about 4 per cent higher at mid-year, with the largest gains in iron and steel products. Employment in food and beverages also improved. Some weaknesses persisted in transportation equipment and products of petroleum and coal. In construction, the seasonal decline in the first quarter of the year was much smaller than usual, with employment roughly 20 per cent higher than in the same period of 1958. It has continued strong during the second quarter and at the end of May was 6 per cent above the very high level of 1958.

Unemployment in the Prairie region was lower than last year. Five labour market areas were reclassified during the month to categories denoting reduced unemployment. In all 20 areas the demand and supply of labour were in balance at the end of July. At this time in 1958 two areas were in moderate surplus and 18 were in balance.

Local Area Developments

Calgary, Edmonton and Winnipeg (metropolitan) remained in Group 3. Agriculture and summer resorts took on new workers while metropolitan activity remained high. Forest fires in the north of Alberta curtailed woods operations,

although some men were employed in fire fighting. In the Winnipeg area, demand for workers at the large construction sites in the north of the province appeared to have levelled off. In the city, shortages of sewing machine operators and other skilled personnel were evident. Unskilled help was readily available.

Fort William-Port Arthur (major industrial) was reclassified from Group 2 to Group 3. Construction, navigation and transportation labour requirements increased during the month and mining continued at a high level. Grain elevators did some hiring as shipments increased in July. Total grain movements in the crop year, however, were about 10 per cent lower than last year. The bus and aircraft plant began layoffs in preparation for the removal of its operations to Montreal.

Yorkton (major agricultural), **Dauphin**, **Portage la Prairie**, and **Dawson Creek** (minor) were reclassified from Group 2 to Group 3.

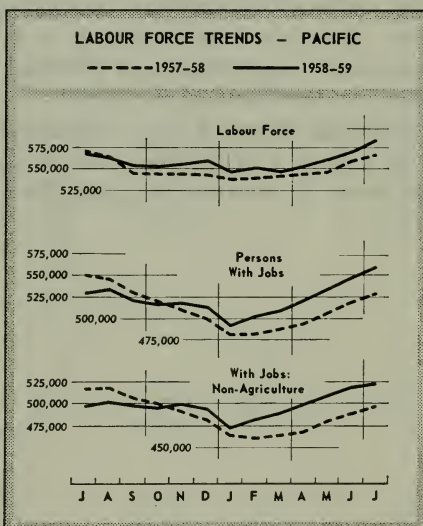
PACIFIC

After an initial upsurge, employment in the Pacific region in the first half of 1959 was fairly stable, at a level about 5 per cent higher than last year. This stability continued between June and July, the number of persons with jobs increasing seasonally by 13,000 to 561,000. There was, however, a drop in the number of persons at work during the month, because of industrial disputes and vacations. During most of July a strike involving some 27,000 workers was in progress in logging and lumber manufacturing. Towards the end of the month strikes were called in the fishing, fish canning and construction industries but were settled by mid-August (for further details see page 790).

The improvement over last year has been largely concentrated in the forest industries, employment in logging and the manufacture of lumber and paper products being up about 10 per cent. The re-opening of the Britannia mine and increasing activity in other base metal developments have boosted mining employment, although it still lags behind the high levels of two and three years ago. Production and employment at smelters in Kitimat and Trail have improved steadily; at Kitimat all of the workers previously released have been recalled.

Manufacturing employment in general has improved slowly, led by saw-milling and the expanding pulp and paper manufacturing industry. Full recovery in manufacturing has been retarded by slackness in shipbuilding and related iron and steel products manufacturing firms. Construction employment followed the usual seasonal pattern during the first half of the year at levels higher than last year but well down from 1956-57.

Unemployment, down more than one-third from last year's level, remained unchanged from June to July. It increased slightly in Victoria and the logging areas of Vancouver Island. Elsewhere seasonal gains in agriculture, construction and mining resulted in a further drop in unemployment. The classification



of the 11 labour market areas in the region was as follows (last year's figures in brackets): in substantial surplus, 0 (1); in moderate surplus, 4 (5); in balance, 7 (5).

Local Area Developments

Vancouver-New Westminster (metropolitan) remained in Group 2. Unemployment, down to moderate proportions, remained virtually unchanged during the month. During the first six months of this year, employment in Vancouver-New Westminster was, on the average, about 3 per cent higher than last year. During July the IWA strike shut down virtually the entire sawmilling industry, which accounts for close to one-third of manufacturing employment. Strikes among steel workers, cement masons and floor layers disrupted construction work for varying periods, although activity in the industry was maintained at a higher level than last year. Strike action also closed down a major part of the fishing and fish canning industry. Apart from layoffs in trucking and coastal shipping, the indirect effects of these strikes were relatively minor.

Victoria (major industrial) remained in Group 2. The continued downtrend in shipbuilding activity this year has prevented a full recovery in this area; in May industrial employment was still down fractionally from last year and was 6 per cent lower than two years ago. The strike in the lumber industry, involving some 3,500 workers directly, resulted in some layoffs among construction and trucking firms in July. Unemployment in the area was about the same as a month earlier, though still well down from last year.

Central Vancouver Island (minor) was reclassified from Group 3 to Group 2. The strike of woodworkers brought a halt to logging, the main activity of this area. It resulted in the layoff of a considerable number of workers in other industries. Registrations at National Employment Service offices rose by more than one-third during the month.

Chilliwack, Prince George, Trail-Nelson (minor) were reclassified from Group 2 to Group 3. Unemployment in these areas dropped as a result of seasonal increases in construction, agriculture and mining.

Current Labour Statistics

(Latest available statistics as of August 10, 1959)

Principal Items	Date	Amount	Percentage Change From	
			Previous month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	July 18	6,434,000	+ 2.3	+ 1.9
Persons with jobs.....	July 18	6,206,000	+ 2.5	+ 3.0
Agriculture.....	July 18	835,000	+ 14.2	- 1.9
Non-Agriculture.....	July 18	5,371,000	+ 0.9	+ 3.8
Paid Workers.....	July 18	4,961,000	+ 1.3	+ 4.4
Usually work 35 hours or more.....	July 18	5,879,000	+ 3.3	+ 3.4
At work 35 hours or more.....	July 18	5,233,000	- 2.4	+ 4.1
At work less than 35 hours, or not at work due to short time and turnover.	July 18	50,000	- 13.8	- 34.2
for other reasons.....	July 18	584,000	+ 128.1	+ 3.2
Not at work due to temporary layoff....	July 18	12,000	- 14.3	- 36.9
Usually work less than 35 hours.....	July 18	327,000	- 9.7	- 3.0
Without jobs and seeking work.....	July 18	228,000	- 2.6	- 21.7
Registered for work, NES (b)				
Atlantic.....	July 16	30,200	- 26.9	- 37.6
Quebec.....	July 16	90,300	- 8.4	- 30.0
Ontario.....	July 16	100,000	- 4.1	- 26.0
Prairie.....	July 16	35,100	- 11.1	- 20.6
Pacific.....	July 16	35,900	- 3.5	- 35.6
Total, all regions.....	July 16	291,500	- 9.2	- 29.3
Claimants for Unemployment Insurance bene- fit.....	June 30	220,548	- 21.1	- 50.5
Amount of benefit payments.....	June	\$18,157,149	- 55.1	- 50.9
Industrial employment (1949 = 100).....	May	119.3	+ 3.1	+ 0.5
Manufacturing employment (1949 = 100).....	May	111.5	+ 1.8	+ 1.0
Immigration.....	1st Qtr. 1959	16,955	-	- 20.2
Destined to the labour force.....	1st Qtr. 1959	8,056	-	- 23.0
<i>Conciliation Services</i>				
Number of cases in progress.....				
Number of workers involved.....				
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	July	42	- 2.3	- 8.7
No. of workers involved.....	July	41,417	+ 391.2	+ 581.4
Duration in man days.....	July	685,505	+1095.9	+ 712.9
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	May	\$73.84	+ 0.8	+ 4.4
Average hourly earnings (mfg.).....	May	\$1.73	+ 0.6	+ 3.6
Average hours worked per week (mfg.).....	May	41.1	+ 1.0	+ 1.0
Average weekly earnings (mfg.).....	May	\$70.92	+ 1.3	+ 4.2
Consumer price index (av. 1949 = 100).....	July	125.9	0.0	+ 1.0
Real weekly earnings (mfg. av. 1949 = 100)....	May	135.3	+ 1.2	+ 3.8
Total labour income.....\$000,000..	May	1,482	+ 3.9	+ 7.7
<i>Industrial Production</i>				
Total (average 1949 = 100).....	June	171.0	+ 3.3	+ 7.3
Manufacturing.....	June	156.2	+ 3.5	+ 6.6
Durables.....	June	161.5	+ 4.7	+ 8.5
Non-Durables.....	June	151.6	+ 2.4	+ 4.9

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 339, March issue.

(b) See page 339, March issue.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

Greatly increased strike activity, most of it in British Columbia, marked the industrial relations picture in July. Loggers, fishermen and fish cannery workers, structural iron workers, garage employees, marine engineers, cement masons and carpenters were among the occupations affected. Some disputes have been settled, but the largest work stoppage, involving the B.C. loggers, was still in effect at the time of writing. In eastern Canada one major work stoppage was in effect at the John Inglis plant in Toronto. Meanwhile important settlements were reached in the telephone industry, affecting more than 20,000 workers, and in a variety of other industries affecting smaller numbers of employees.

The 27,000 loggers on strike in British Columbia represented more than half of all workers involved in work stoppages during July. This dispute between the **International Woodworkers of America** and the **B.C. coastal lumber industry** centres around wages. No progress has been reported towards settlement. It is reported that a number of injunctions have been issued by British Columbia courts prohibiting picketing of property belonging to companies affected by the work stoppage.

The West Coast fishing industry was tied up by a strike which lasted from July 25 to August 7 for salmon fishermen, and from July 29 to August 7 for cannery workers and tendermen. The strike involved the **Fisheries Association of B.C.** and the **United Fishermen and Allied Workers' Union**. Some 3,000 cannery workers, 750 tendermen (who take the fish from the boat to cannery) and 5,000 salmon fishermen were involved. Fishing operations as such are not within the scope of the British Columbia Labour Relations Act and thus not subject to the usual conciliation board procedure required before a strike is legal. However, a conciliation board was set up in connection with negotiations affecting salmon tendermen and cannery workers, and a majority report recommended a 4-per-cent pay increase spread over two years. The union rejected this recommendation.

The fishermen went on strike first, followed by a strike of the shore workers after a government-conducted strike vote in mid-July. The final terms of settlement include a two-year agreement. The new prices for sockeye salmon will be 31 cents a pound this year and 32 cents next year, compared with 28 cents in 1958; for coho salmon the prices will be 21 cents a pound this year and 22 cents next year, compared with 16 cents last year. The base pay for shore workers has been increased by 12 cents an hour this year (retroactive to April 16) and 5 cents next year over the minimum of \$1.60 an hour for men, and by an increase of 10 cents an hour this year and a further 5 cents next year over the previous minimum of \$1.32 for women. Wage rates ranging from \$215 to \$390 a month for tendermen have been raised by \$20 a month this year and will be increased by a further \$10 next year. The new agreement calls for the introduction of a pension plan by April 15, 1960.

Another important West Coast dispute, between the **Structural Steel Association of British Columbia** (the Structural Iron Section of the Building and Construction Industries Exchange) and the **International Association of Bridge, Structural and Ornamental Iron Workers**, involved a relatively small number

of workers but affected a number of construction operations. Two of the major issues in the dispute, which began on June 22, were the companies' proposal to bring up to 50 per cent of the work force from Alberta, and the proposal to cut travel time for workers in the area immediately outside Vancouver. The previous agreement provided that the employer would pay regular rates on jobs outside the city of Vancouver, but on jobs within the greater Vancouver area would compensate for time spent in travelling from the city limits to the job and return. The strike is reported to be approaching an end on the basis of a compromise formula on travelling time and an increase of at least 57 cents an hour over 27 months on the present base rate of \$2.62. (This is preliminary information only, the most recent available at the time of writing.)

This dispute has acquired special interest because of the legal proceedings that developed in connection with it. It is reported that on June 26 an injunction was issued by a British Columbia court against strike action on the Second Narrows Bridge until certain work was completed which would put the bridge in a safe condition. It is reported that the union withdrew pickets from the bridge but advised members to stay off the job until certain safety steps were taken. Early in July a second court order was issued ordering the men to return to work on the bridge. Mr. Justice Manson of the British Columbia Supreme Court was later quoted as criticizing the union for improperly transmitting to the strikers the terms of the court orders. The judge said his orders did not affect the strike but were to stop creation of a hazard by leaving the bridge in its present condition. Later in July the local union was fined \$10,000 and three union officials \$3,000 each for contempt of court. These penalties were imposed by Mr. Justice Manson, who had previously issued the injunctions, which, he said in his judgment, the union made no honest effort to obey.

A settlement was reached between the **Northland Navigation Company** and the **National Association of Marine Engineers of Canada**, ending a strike that had lasted from June 26 to July 16. This work stoppage also involved a small number of workers but tied up a considerable amount of coastal shipping. It is reported that the terms of settlement included a 10-per-cent wage boost for engineers retroactive to September 1958, plus another 10 per cent in September 1959.

The only strike involving a substantial number of workers in eastern Canada during July was at the Toronto plant of the **John Inglis Company**. More than 700 workers in this plant, members of the **United Steelworkers of America**, went out on strike on July 14, after rejecting the company's offer that was accepted by workers at the two other John Inglis plants in Scarborough and St. Catharines. The offer included 25½ cents an hour over the three years of the agreement, and \$45 settlement pay. The 25½ cents was made up of 7 cents an hour each year during the three-year agreement, approximately 3 cents an hour for improving the pension plan, and about 1½ cents to improve the welfare plan.

Important negotiations have just been completed or are still in progress in the men's clothing and ladies' garment industries. An agreement was recently reached between the **Montreal Dress Manufacturers' Guild** and the **International Ladies' Garment Workers' Union** representing some 8,000 dressmakers. An interesting feature of the agreement is provision for maternity benefits of \$50 in the case of the birth of one child and \$75 in the case of the birth of twins. In addition to the maternity benefits, dressmakers will also receive weekly

sickness benefits of \$16 for women and \$19 for men instead of the previous \$14 and \$17 respectively. Hospital benefits will be raised from \$8 to \$10 a day up to 45 days, and the ceiling for hospital expenses will be increased from \$50 to \$75. In Toronto, negotiations affecting 1,000 workers are being conducted between the **Dress Manufacturers' Guild** and the **ILGWU**. In Winnipeg, recommendations of a conciliation board were turned down by the **Amalgamated Clothing Workers of America** in connection with their negotiations with the **Garment Manufacturers' Association of Western Canada**. This industry produces chiefly work clothes, sportswear and shirts.

Negotiations between the **Dominion Bridge Company** and the **United Steelworkers of America** continue at many locations across the country. Settlement terms have been conditionally agreed upon with respect to the plants in Calgary and Edmonton. The terms include a 7-cent pay increase, providing for implementation of the co-operative wage study program with a base rate of \$1.60 per hour and an increment of 5 cents an hour between job classes. Previously, tentative agreement had been reached with respect to the plants in Toronto and Sault Ste. Marie. The terms there called for a one-year agreement with a 4-cent increase from April 16 of this year, plus another 3 cents effective from August 16, and establishment of shift premiums of 8 cents and 9 cents for afternoon and night shifts respectively. The terms of all these negotiations were accepted by the union on condition that no agreement will be signed with the company until settlement has been reached in all plants which are currently in negotiation. The company later said that the Toronto and Soo proposals would be withdrawn if full acceptance were not forthcoming by July 15. The union refused to accept this condition.

It is reported that agreement has been reached between the **Avro Aircraft Company** of Malton and the **International Association of Machinists**, providing no wage increase at the present time. The agreement continues existing conditions and wage rates until July 1961, to enable the company to compete advantageously for production of the new RCAF Lockheed F-104 Starfighter. It is reported that there is a clause permitting the agreement to be re-opened in the event that the company fails to enter into a contract with the Canadian Government for production of the fighter plane. The company, according to reports, had earlier asked the union to accept substantial pay cuts in order to improve its competitive position. Wages at Avro are now set to range from \$1.68 to \$2.54 an hour with an average of \$2.10; the average for de Havilland in Toronto, one of the company's competitors, is \$1.87, and that for Canadair in Montreal will be \$1.97 by October 1.

Unions representing the **non-operating railway employees** were preparing to submit their demands for revisions to the present collective agreements. Under the terms of the present agreement, notice of demands may be served after September 1. It has been reported that representatives of the unions concerned met in Montreal in the week beginning August 17. The forthcoming negotiations are expected to cover approximately 130,000 non-operating railroad workers across Canada.

The possibility of a strike has emerged in connection with negotiations between the **Quebec North Shore and Labrador Railway Company** and the **Brotherhood of Railroad Trainmen**. A federal board of conciliation recently reported in connection with this dispute. A key issue has been the railway's request to eliminate the rear-end brakemen on ore trains. This railway operates from Sept Iles, Que., to Knob Lake. Most of its work is hauling iron ore. The company claimed that the central control system in effect on the railroad relieves

the rear brakeman from most of the normal duties that fall to such workers on other railroads. The union said that it is far from satisfied that the central control system now installed is sufficiently automatic or foolproof to protect the crew from human or mechanical failure. The union said that the railway at first asked for complete freedom to determine the make-up of a crew, later restricted itself to the crew on an ore train, and finally limited its request to elimination of brakemen from ore trains, suggesting that this was only the beginning of the company's efforts to eliminate jobs. The union added that aside from safety reasons, the rear-end brakeman is productive, and performs necessary and essential functions.

The majority report of the conciliation board suggested that ore trains on this railroad can be operated efficiently and safely by a crew consisting of an engineer, a conductor, and a head-end brakeman; that in the light of the restricted duties of the conductor, the present duties of the rear-end brakeman can be performed by the conductor. The report recommended that no workers currently employed as rear-end brakemen should lose their employment, and that a joint study be made by the employer and the union of the operation of the ore trains without rear-end brakemen, with the question subject to re-opening by either party and to reconsideration by a second board of conciliation.

Collective Bargaining Scene

Agreements covering 500 or more workers, excluding agreements
in the construction industry

PART 1—Agreements Expiring During August, September and October 1959

(Except those under negotiation in July)

Company and Location	Union
Atlas Steel, Welland, Ont.	Cdn. Steel Wkrs. (Ind.)
Avro Aircraft, Malton, Ont.	Machinists (AFL-CIO/CLC)
Bicroft Uranium Mines, Bancroft, Ont.	Steelworkers (AFL-CIO/CLC)
Cdn. Marconi, Montreal	Salaried Empl. Assoc. (Ind.)
Cdn. Steel Foundries, Montreal	Steel and Foundry Wkrs. (Ind.)
Continental Can, New Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
de Havilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dupont, Shawinigan Falls, Que.	CCCL-chartered local
Hotel Mount Royal, Montreal	Hotel, Restaurant Empl. (AFL-CIO/CLC)
Hotel Queen Elizabeth, Montreal	Hotel, Restaurant Empl. (AFL-CIO/CLC)
Iron Ore of Canada, Schefferville, Que.	Steelworkers (AFL-CIO/CLC)
Manitoba Telephone System (province-wide)	Man. Tel. Wkrs. (Ind.) (plant empl.)
Manitoba Telephone System (province-wide)	Man. Tel. Wkrs. (Ind.) (traffic empl.)
Manitoba Telephone System (province-wide)	Tel. Assoc. (Ind.)
Meat co.'s (various), Vancouver	Meat Cutters (AFL-CIO/CLC)
Montreal Locomotive Works, Montreal	Steelworkers (AFL-CIO/CLC)
Northern Electric, Toronto	Communication Wkrs. (AFL-CIO/CLC)
Northspan Uranium Mines, Elliot Lake, Ont.	CLC-chartered local
Orenda Engines, Malton, Ont.	Machinists (AFL-CIO/CLC)
Pacific Press, Vancouver	Typographical Union (AFL-CIO/CLC)
Quebec Natural Gas, Montreal	Chemical Wkrs. (AFL-CIO/CLC)
Saskatchewan Government, Regina	Civil Service Assoc. (Sask.) (CLC)
Shawinigan Water and Power, Montreal	Empl. Assoc. (Ind.)

PART II—Negotiations in Progress During July

Bargaining

Company and Location	Union
Alberta Government Telephones (province-wide)	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Automatic Electric, Brockville, Ont.	Int. Union Electrical Wkrs. (AFL-CIO/CLC)
Atlantic Sugar Refineries, Saint John, N.B.	Bakery Wkrs. (AFL-CIO/CLC)
B.C. Electric, Vancouver	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Bindery room employers, Toronto	Bookbinders (AFL-CIO/CLC)
Cab co.'s (various), Vancouver	Teamsters (CLC)
Cdn. Acme Screw and Gear, Toronto	Auto Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Cdn. Broadcasting Corp. (company-wide)	Stage Empl. (AFL-CIO/CLC)
Cdn. Celanese, Drummondville, Que.	Empl. Assoc. (Ind.)
Cdn. General Electric, Montreal	Int. Union Electrical Wkrs. (AFL-CIO/CLC)
Cdn. Industries Ltd., New Haven, Ont.	Oil, Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Pacific Airlines, Vancouver	Machinists (AFL-CIO/CLC)
City of Edmonton	Nat. Union Pub. Empl. (CLC) (outside empl.)
City of Edmonton	Nat. Union Pub. Empl. (CLC) (clerical empl.)
City of Edmonton	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.	Pulp, Paper Wkrs. (CCCL)
Consumers Gas, Toronto	Chemical Wkrs. (AFL-CIO/CLC)
Consumers Glass, Montreal	Glass Bottle Blowers (AFL-CIO/CLC)
Distillers Corp., Ville Lasalle, Que.	Distillery Wkrs. (AFL-CIO/CLC)
Dom. Bridge, Vancouver	Bridge, Structural Wkrs. (AFL-CIO/CLC)
Dom. Glass, Montreal	Glass, Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Steel and Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dom. Structural Steel, Montreal	Mine Wkrs. (Ind.)
Donohue Bros., Clermont, Que.	Carpenters (AFL-CIO/CLC)
Dress Mfrs. Guild, Toronto	Int. Ladies' Garment Wkrs. (AFL-CIO/CLC)
Duplicate Canada, Oshawa, Ont.	Auto. Wkrs. (AFL-CIO/CLC)
Fraser Co.'s, Cabano, Que.	Cath. Union of Farmers (Ind.)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Transport, Gen. Wkrs. (CLC)
Hotel Chateau Laurier (CNR), Ottawa	Transport, Gen. Wkrs. (CLC)
Hotel Empress (CPR), Victoria	Transport, Gen. Wkrs. (CLC)
Hotel Vancouver (CNR & CPR), Vancouver	Transport, Gen. Wkrs. (CLC)
John Murdock, St. Raymond, Que.	Cath. Union of Farmers (Ind.)
New Brunswick Telephone, New Brunswick	Bro. of Electrical Wkrs. (AFL-CIO/CLC)
Okanagan Federated Shippers' Assoc., Kelowna, B.C.	Okanagan Fed. of Fruit and Vegetable Wkrs. (CLC)
Rowntree Co., Toronto	Retail, Wholesale Wkrs. (AFL-CIO/CLC)
Saskatchewan Wheat Pool, Regina	Wheat Pool Empl. Assoc. (Ind.)
St. Raymond Paper, Desbiens, Que.	Cath. Union of Farmers (Ind.)
Taverns & Hotels (various), Toronto	Hotel, Restaurant Empl. (AFL-CIO/CLC)
Walter M. Lowney, Montreal	Bakery Wkrs. (AFL-CIO/CLC)

Conciliation Officer

Algom Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Aluminum Co. of Can., Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
L'Association Patronale du Commerce, Quebec	Commerce Empl. (CCCL)
L'Association Patronale des Hospitaliers, Quebec	Services Fed. (CCCL) (female)
L'Association Patronale des Hospitaliers, Quebec	Services Fed. (CCCL) (male)
Atlas Asbestos, Montreal	Asbestos Wkrs. (CLC)
Can. Cement, Montreal	Cement Wkrs. (AFL-CIO/CLC)
City of Calgary	Nat. Union of Pub. Empl. (CLC) (clerical empl.)
Communauté des Soeurs de Charité de la Providence, Montreal	Services Fed. (CCCL)
Dom. Wabana Ore, Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Fairey Aviation, Dartmouth, N.S.	Machinists (AFL-CIO/CLC)
Int. Harvester, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Price Bros., Kenogami, Que.	Cath. Union of Farmers (Ind.)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)

Conciliation Board

British Rubber, Lachine, Que.	CLC-chartered local
Cdn. Aviation Electronics, Montreal	Int. Union Electrical Wkrs. (AFL-CIO/CLC)
Cdn. Pacific Railway (Western Region) Montreal	Trainmen (AFL-CIO/CLC)
Cdn. Pacific Railway (Eastern Region) Montreal	Trainmen (AFL-CIO/CLC)
City of Calgary	Nat. Union Pub. Empl. (CLC) (outside empl.)
City of Hamilton	Nat. Union Pub. Empl. (CLC)
Crane Ltd., Montreal	Steelworkers (AFL-CIO/CLC)
Dom. Textile, Montgomery, Magog, Sherbrooke, Drummondville, Que.	Textile Wkrs. (CCCL)
Dom. Textile, Montreal	United Textile Wkrs. (AFL-CIO/CLC)
Dunlop of Canada, Toronto	Rubber Wkrs. (AFL-CIO/CLC)
Fry-Cadbury, Montreal	Bakery Wkrs. (AFL-CIO/CLC)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
North American Cynamid, Niagara Falls, Ont.	United Electrical Wkrs. (Ind.)
Trans Canada Air Lines (company-wide)	Air Line Pilots (Ind.)

Post Conciliation Bargaining

Dom. Bridge, Lachine, Que.	Steelworkers (AFL-CIO/CLC)
Garment Mfrs.' Assoc. of Western Canada, Winnipeg	Clothing Wkrs. (AFL-CIO/CLC)

Arbitration Board

Company and Location	Union
Metro. Board of Commissioners of Police, Toronto	Metro. Police Assoc. (Ind.)

Work Stoppage

Fish canning co.'s (various), B.C. Coast	United Fishermen (Ind.) (cannery wks.)
Fish canning co.'s (various), B.C. Coast	United Fishermen (Ind.) (salmon tendermen)
Fish canning co.'s (various), B.C. Coast	United Fishermen (Ind.) (fishermen)
John Inglis, Toronto	Steelworkers (AFL-CIO/CLC)
Lumber co.'s (various), B.C. Coast	Woodworkers (AFL-CIO/CLC)

PART III—Settlements Reached During July 1959

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

Automobile dealers (various), Vancouver—Machinists (AFL-CIO/CLC): 2-yr. agreement eff. April 1, 1959 covering 600 empl.—5% increase (maximum 10¢ an hr.) retroactive to April 1, 1959, 5% (maximum 10¢ an hr.) eff. April 1, 1960, plus a \$3 premium for Saturday work.

Bell Telephone, company-wide (chiefly Ontario and Quebec)—Cdn. Telephone Empl. Assoc. (Ind.) (clerical and services): 15-mo. agreement eff. Aug. 31, 1959 covering 11,000 empl.—\$3.75-a-wk. increase in top rates for plant employees in larger centres; 4 wks. paid vacation after 30 yrs. eff. 1960 (currently 4 wks. after 35 yrs.).

Bell Telephone, company-wide (chiefly Ontario and Quebec)—Traffic Empl. Assoc. (Ind.) (telephone operators): 15-mo. agreement eff. Aug. 31, 1959 covering 12,000 empl.—\$1.75-a-wk. increase in top rates for plant employees in larger centres; 4 wks. paid vacation after 30 yrs. eff. 1960 (currently 4 wks. after 35 yrs.).

Bell Telephone, company-wide (chiefly Ontario and Quebec)—Cdn. Telephone Empl. Assoc. (Ind.) (clerical empl.): 15-mo. agreement eff. Aug. 31, 1959 covering 8,750 empl.—\$1.75-a-wk. increase to make \$2.50 top rate for clerks in larger centres; 4 wks paid vacation after 30 yrs. eff. 1960 (currently 4 wks. after 35 yrs.).

Bell Telephone, company-wide (chiefly Ontario and Quebec)—Cdn. Telephone Empl. Assoc. (Ind.) (equipment salesmen): Settlement terms not yet available.

Cluett, Peabody, Stratford Ont.—Clothing Wks. (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—5% increase for hourly rated empl. and 2½% for piece workers eff. Aug. 17, 1959; and 5% for hourly rated empl. and 2½% for piece workers eff. Aug. 17, 1960; work wk. reduced from 44 to 42 hrs. eff. Aug. 17, 1960; 3 wks. paid vacation after 15 yrs. (formerly, 3 wks. after 20 yrs.); surgical benefits now paid for by company.

Electric Tapper and Equipment, Montreal—Int. Union Electrical Wks. (AFL-CIO/CLC): 2-yr. agreement eff. May 1, 1959 covering 550 empl.—5 to 46¢ an hr. retroactive to May 1, 1959, and 5¢ May 1, 1960; 2 additional half holidays on the days before Christmas and New Years making total of 9.

Hamilton Cottons, Hamilton, Dundas, Trenton, Ont.—Textile Wks. Union (AFL-CIO/CLC): Settlement terms not yet available.

Hamilton General Hospitals, Hamilton, Ont.—Nat. Union Pub. Empl. (CLC): 2-yr. agreement covering 1,100 empl.—4% wage increase eff. Feb. 1, 1959, and 4% Jan. 1, 1960; reduction in work wk. from 42 hrs. to 40 hrs. eff. Jan. 1, 1960.

Miner Rubber, Granby, Que.—CLC-chartered local: 1-yr. agreement eff. Jan. 1, 1959 covering 600 empl.—2¢-an-hr. increase retroactive to Jan. 1, 1959 and 3¢-an-hr. during 1960; 3 wks. paid vacation after 11 yrs. (formerly 3 wks. after 15 yrs.), and 4 wks. after 25 yrs. (formerly no 4 wks. provision).

Norton Co., Chippewa, Ont.—Chemical Wks. (AFL-CIO/CLC): 1-yr. agreement covering 550 empl.—7¢-an-hr. general wage increase retroactive to May 21, 1959; sickness and accident indemnity increased from \$40 to \$50 a wk.

Trans Canada Airlines, Montreal—Machinists (AFL-CIO/CLC): 1-yr. agreement eff. May 1, 1959 covering 4,000 empl.—3% general wage increase retroactive to May 1, 1959.

Corrected Report: June Settlement

Toronto General Hospital, Toronto, Ont.—Building Service Empl. (AFL-CIO/CLC): \$8-a-month general increase (original report, July issue, page 679: \$8-a wk.).

NOTES OF CURRENT INTEREST

Frontier College is Marking 60th Anniversary This Year

The Frontier College this year marks its 60th anniversary. This summer a staff of 74 labourer-teachers was operating in the field, in frontier locations in nine provinces, the Northwest Territories and the Yukon. To the middle of 1959, a total of 91 teachers had taught railway gangs and workers in mining, logging and construction camps.

The labourer-teachers are specially trained and selected for their duties. They work daily at the same jobs and under the same conditions as the men they teach in the evenings. No instructor expects or receives any special consideration. The result is a growing respect and interest among the men that could not be earned in any other way.

Arthur H. Brown, Deputy Minister of Labour, is a member of the Board of Governors of The Frontier College.

Commonwealth Meeting Adopts Canadian Scholarship Proposal

The Commonwealth Education Conference, which met at Oxford, England, from July 15 to 29, was highly successful, the Canadian delegation has reported. The conference agreed to adopt a commonwealth scholarship scheme on the lines proposed by Canada. The scheme will have an objective of 1,000 scholarships at any one time, of which Canada will provide 250.

Conference discussions on the supply and training of teachers centred on the shortage of adequate facilities in all commonwealth countries and particularly in the less developed areas. In the light of the discussions at Oxford, the Canadian delegation announced that under existing technical assistance programs Canada would make available about three million dollars over the next five years to train teachers from other commonwealth countries in Canada and to send to those countries qualified individual Canadian teachers or teams of teachers to assist with the establishment or extension of teacher training institutions.

This announcement, together with the earlier announcement made jointly by the leaders of the Canadian and Indian dele-

gations that Canada and India had agreed to devote the equivalent of about \$10 million in counterpart funds to the development of higher technological and polytechnic schools in India, reflects the keen interest taken by Canada in the development of teacher training facilities and the provision of adequate technical education institutions in commonwealth countries. Both these indications that Canada is prepared to provide increased assistance for these purposes were extremely well received at the conference.

The counterpart funds were generated through the disposal, by the Government of India, of Canadian wheat and other commodities, including non-ferrous metals, provided by Canada to India under the Colombo Plan.

The extension of the arrangements for training teachers in Canada and abroad will, of course, be undertaken as part of Canada's existing technical assistance program to which the provincial Departments of Education have made a most valuable contribution.

The idea of a Commonwealth Education Conference originated at the Commonwealth Trade and Economic Conference held at Montreal in 1958, when Canada proposed that in addition to the exchange of teachers and students between commonwealth countries which took place under the Technical Assistance Program of the Colombo Plan, there should be exchanges at a high educational level to encompass the natural and social sciences, law and other academic disciplines not normally covered by technical assistance. It was agreed at Montreal that a conference should be held this year in the United Kingdom to formulate the scope and detailed arrangements for a reciprocal scholarship scheme and to review the existing arrangements for commonwealth co-operation in all fields of education, particularly with respect to the supply and training of teachers and facilities for technical and scientific education which were known to be of particular concern to the underdeveloped countries and territories of the Commonwealth.

The Canadian delegation at Oxford was headed by Hon. George Drew, Canadian High Commissioner in London, and included Government officials and representatives of Canadian universities.

CLC Establishes Committee On White-Collar Organization

The Canadian Labour Congress has established a committee to co-ordinate organizing efforts in the white-collar field. Joe MacKenzie, CLC Director of Organization, is chairman of the committee.

The committee is composed of representatives of 20 CLC-affiliated unions with members in white-collar occupations, and is intended to be a clearing house for information on the extent of organization, trends in bargaining and wage and salary data in the field.

Potential eligible union membership of white-collar workers in Canada is estimated at more than 500,000. Only about 10 per cent of this total is at present organized in the trade union movement.

Electronic Computers Creating Better Paid Office Positions

New office jobs that are better paid and require more skill and training than many other clerical posts are being created by the use of electronic computers and related equipment, according to a bulletin, *Automation and Employment Opportunities for Officeworkers*, issued by the Bureau of Labor Statistics of the United States Department of Labor. New occupations mentioned include: methods analyst, programmer, computer console operator, and card-tape converter operator.

In the long run, the remarkable growth in the numbers of clerical workers, which in the United States has brought the proportion of such workers from one in twenty in 1910 to one in eight in 1950, is sure to be restricted by the use of electronic computers, the Bureau says. In general, clerks employed in routine and repetitive work are most likely to be unfavourably affected by office automation.

Those doing work which requires the use of considerable judgment or contact with other people, e.g., secretaries, receptionists, claim clerks, complaint clerks, and bill collectors, are least likely to be displaced. Another large occupation not likely to be much affected is that of stenographer.

The greatest progress in the introduction of electronic date-processing equipment is being made, the Bureau says, in large organizations, especially in those whose employees include a high proportion of clerical workers. So far government agencies, insurance companies, and public utilities have been among the leading users of electronic computing systems; but banks are expected to become important users in the future.

Canada's Colombo Plan Donations Reach Total of \$230 Million

During the fiscal year 1958-59 Canada contributed \$35,000,000 for aid in development and technical assistance under the Colombo Plan, bringing her total contribution up to March 31, 1959, to more than \$230,000,000, the Department of External Affairs has announced. This was in addition to contributions to numerous programs carried out under United Nations auspices.

In addition to aid in India, Pakistan and Ceylon given under the Plan, Canada made special grants of wheat and flour aggregating \$28,500,000 to these three countries between January 1, 1958 and March 31, 1959. During the same period she also made loans amounting to \$35,000,000 to countries in the Colombo Plan area to finance the purchase of wheat and flour to meet food shortages, bringing the total of special grants and loans for wheat and flour, over and above contributions to the Colombo Plan, to \$70,000,000.

At the Commonwealth Trade and Economic Conference in Montreal, Canada announced an increase from \$35,000,000 to \$50,000,000 in her annual contribution to the Colombo Plan over the next three years. A \$10,000,000 program of economic assistance to the West Indies over the next five years, and a \$500,000 technical assistance program for Commonwealth countries in Africa and elsewhere which are not covered by the Colombo Plan or the West Indies program were also announced.

Was Organizer of Co-operative Movement, Msgr. Coady Dies

A noted co-operative leader, Msgr. Moses M. Coady, Ph.D., D.D., whose guidance is credited with helping thousands in the Maritime Provinces out of the economic depression of the 1930's, died last month at Antigonish, N.S. He was 77.

In 1927 Msgr. Coady presented a co-operative organization plan for Nova Scotia fishermen to a federal Royal Commission. Later he was asked to implement this plan and in doing so organized 40,000 fishermen in a period of ten months.

Msgr. Coady's simple techniques for community self-help became known as the Antigonish Movement and spread to Asia, Africa, the Caribbean area and South America.

He had retired in 1952 from the directorship of the Extension Department of St. Francis Xavier University, a post he had held since 1948. Before joining the University, he reorganized the Nova Scotia Teachers Union.

Amalgamated Clothing Workers Plan Campaign against Imports

Plans for an intensive campaign against imports of clothing coming into Canadian and American markets were discussed at a meeting in Montreal last month of the executive board of the Amalgamated Clothing Workers of America. A national health plan for the United States and the tendency for employment in the clothing industry to diminish were among the other topics considered.

Jacob S. Potofsky, President of the union, explained that the fight against imports will be directed mainly against those from Japan and Hong Kong, which are said to have increased 800 per cent in the last 15 years. He proposed "corrective" action in Canada and the United States by way of exerting pressure on the federal Government and by persuading the public not to buy these imported goods.

10 Cents an Hour

Mr. Potofsky asserted that wages in the countries exporting to Canada are equal to 10 cents an hour, and that output was "often the product of homework".

President Potofsky expressed the view that organized labour in the United States is in favour of Government-helped hospital plans. He said that the cost of medical, surgical and hospital care has become prohibitive for large sections of the population, and is still rising. "Some form of government aid has become necessary," he asserted.

About 50 delegates attended the meeting, and these included: Hyman Reiff, Manager, Montreal Joint Board; Sol Spivak, Manager, Toronto Joint Board; Joseph James, Winnipeg; and Saul Linds, Associate Manager of the Montreal Joint Board.

Leather Goods Workers Plan Organizing Drive in Canada

A fund of \$150,000 has been set aside for organizational purposes in Canada, it was announced at a meeting in Montreal last month of the general executive board of the International Leather Goods, Plastics and Novelty Workers Union. The announcement was made by Norman Zukowsky, President of the Union.

The Union has about 45,000 members, of whom slightly more than 1,000 are in Canada, in Montreal and Toronto locals.

An increase in the per capita levy will be sought at next year's international convention to meet the cost of the intensified organizing campaign in Canada and the United States.

The importance of uniform contract standards regarding wage and working conditions was agreed upon at the meeting. One of the main aims of the union will be the attainment of a 35-hour week, instead of the present 37½-hour one. Uniformity will also be sought in wages and in health, welfare and pension benefits.

Apparel Trades Department

The Union wants needle trades unions to join it in forming an apparel trades department of the AFL-CIO. The purpose of establishing such a department would be to co-ordinate organizing, to develop a joint union label and to promote the sale of union-made goods, to stimulate demand for apparel goods designed and manufactured in Canada and the United States, and to plan the training and assimilation of new immigrants, many of whom enter the needle trades industries.

A jurisdictional dispute with the Amalgamated Meat Cutters and Butcher Workmen was to be submitted to President George Meany of the AFL-CIO at an executive meeting in Pennsylvania this month, it was decided. If no settlement is reached it will be taken to the AFL-CIO convention in September.

The Leather Goods Union asserts its right to bargain for a group of workers, former members of the International Fur and Leather Workers' Union, over whom it claims to have exclusive jurisdiction but who now belong to the Amalgamated Meat Cutters and Butcher Workmen. The Meat Cutters absorbed the Fur and Leather Workers in 1955, after the latter was expelled from the CIO and the CCL.

Steelworkers' Meeting Outlines Collective Bargaining Objectives

General wage increases were advocated by the United Steelworkers as a leading collective bargaining objective in Canada this year, at the union's two-day national policy conference in Toronto attended by 307 delegates representing nearly 300 locals across the country.

The new policy target is for "general wage increases that take into account the close relationship between Canadian and American price policies in the steel manufacturing and mining industries". The union argued that the price policies "prove that Canadian wages can be at least equal to the wages paid in similar American industries".

Other aims approved by the conference included: higher shift premiums, better incentive rates, a 40-hour work week across Canada, nine paid statutory holidays, longer paid vacations, and severance pay. The importance of extending fringe benefits in contract negotiations was emphasized in the discussions.

The delegates asked for changes in the Unemployment Insurance Act to provide bigger benefits, elimination of the waiting period, and provision for universal coverage regardless of earnings.

In addressing the conference, Canadian Director William Mahoney, charged Prime Minister Diefenbaker with accepting management's point of view that wage increases cause inflation, without making an independent investigation of the facts. (An investigation into steel prices had earlier been urged by the union.)

Operative Potters Convene In Canada for First Time

The 65th annual convention of the International Brotherhood of Operative Potters, held in Montreal early in July, was the first the union had ever held in Canada. About 250 delegates attended.

Head officers of the union, elected last May by secret referendum ballot, were installed during the convention. L. E. Wheatley and Charles F. Jordan were re-elected President and Secretary-Treasurer respectively.

The Brotherhood, with locals at Joliette, St. Jean, Quebec City, Toronto and New Westminster, has close to 1,000 members in Canada

Canadian Co-operatives Report Gains in Assets and Business

Canadian co-operatives reported gains in total assets, members' equity and total volume of business during the crop year ended July 31, 1958, it was reported by the Economics Division of the Department of Agriculture in its 27th annual summary of the operations of co-operative associations in Canada, *Co-operation in Canada, 1958*.

No Membership Gain

While gains indicative of continued growth were reported on all fronts except membership, these gains were generally small on a percentage basis to the size of the co-operative movement in Canada.

The total volume of business done by marketing, purchasing, fishermen's and service co-operatives for the year was

\$1,244,558,000. This was an increase of \$92 million over the previous year and represented a new high for total co-operative business. A total of 2,002 marketing and purchasing co-operatives, 94 per cent of the known co-operatives in these categories, reported business of \$1,208,455,000 for the 12-month period.

The sales volume of farm products marketed through co-operatives amounted to \$895 million, an increase of \$77.7 million over the previous year's figure. All provinces reported increases in the total value of farm products marketed. Co-operatives marketed about 33 per cent of all agricultural products entering commercial trade in Canada during the year.

Sales in merchandise and farm supplies advanced to \$296 million in the year, an increase of \$13 million over the previous year's sales.

Total assets of marketing and purchasing co-operatives increased from \$481.9 million a year earlier to \$506.8 million, a gain of 5 per cent.

Fishermen's co-operatives reported a general increase in business during the year. The value of fish marketed increased from \$17.4 million to \$19.5 million.

U.S. Department of Labour Given Full Control over Job Statistics

Effective July 1, the United States Department of Labor took over sole responsibility for employment statistics, under a new plan designed to improve federal statistical services.

The Department will publish all figures on employment, including all labour force data, nonfarm employment based on payroll reports, and unemployment insurance claims.

Labour force statistics will be collected and tabulated for the Department by the Commerce Department's Bureau of the Census.

The Labor Department will continue to collect figures on employment and labour requirements in the construction industry.

All other phases of the construction industry, including data on housing starts and dollar volume of construction activity, are to be transferred to the Commerce Department.

Previously, the responsibility for employment statistics was split between the two Departments. In Canada, the Dominion Bureau of Statistics conducts the monthly labour force survey, the National Employment Service compiles statistics on unemployment insurance claimants and job applicants.

Nonfarm Canadians' Income Averaged \$4,269 in 1957

Average income of nonfarm families and unattached individuals in 1957 was \$4,269, an increase of approximately 11 per cent over 1955 and 34 per cent over the 1951 average income of \$3,185, according to data collected from a sample survey, the Dominion Bureau of Statistics announced last month.

Some price increases occurred during this period so that the increase in real income between 1951 and 1957 was approximately 20 per cent.

Approximately a quarter of families and unattached individuals had incomes below \$2,000, almost half had incomes of \$2,000 to \$5,000, and the remaining quarter had incomes of \$5,000 and over.

For families only, i.e., excluding unattached individuals, slightly more than a fifth had incomes below \$2,500 and slightly more than a third had incomes exceeding \$5,000.

First-Quarter Farm Cash Income Highest Total Yet Recorded

Farm cash income in the first quarter of 1959 from the sale of farm products and participation payments on the previous year's grain crop was estimated at \$625,000, the highest first-quarter estimate recorded to date and 6 per cent larger than last year's first-quarter total of \$613,000, the Dominion Bureau of Statistics has reported.

Earlier, DBS reported that the net income of Canadian farmers (excluding Newfoundland) from farming operations was an estimated \$1.3 billion in 1958, up 20 per cent from the 1957 estimate of \$1.1 billion and approximately the same as the five-year (1953-57) average.

Trace Changes in Buying Habits Of U.S. Urban Workers' Families

United States urban workers and their families now have "remarkably higher" living standards than in earlier times, it is said in a new book, published by the U.S. Department of Labor, that traces changes in American city workers' buying habits.

The publication, *How American Buying Habits Change*, summarizes and analyzes findings from six major surveys conducted by the U.S. Bureau of Labor Statistics during the period since 1875.

The study shows that the buying power of wages and salaries of average city workers, in terms of constant buying power

dollars, is roughly three times as great as it was at the beginning of this century. This comparison does not include the added income not in the form of cash from today's fringe benefits, such as sick leave, paid vacations, and hospitalization.

The new publication may be obtained from the Superintendent of Documents, Washington 25, D.C., price \$1.

Average Fringe Benefit Cost \$700 per Employee per Year

The average outlay for fringe benefits by 108 Canadian companies in a variety of industries in 1957 was 16.4 per cent of payroll or \$701 per employee per year, it is reported in *Fringe Benefit Costs in Canada—1957*, No. 4 in the series of studies in industrial relations published by Industrial Relations Counselors Service, Inc., Toronto.

As in 1953, the survey showed no significant relationship between fringe benefit costs and size of company.

The 108 companies participating in the survey had a total of 537,653 employees. The companies reported their fringe benefit outlays for paid vacations, paid holidays, other paid time off (for family deaths, jury duty, etc.), pension plans, welfare plans (group life, medical, sick pay, etc.), severance and termination plans, saving and thrift plans, non-cash benefits other than pension and welfare plans (free lodging, recreational projects, etc.), unemployment insurance, workmen's compensation, and old age security.

Other findings of the study were:

—Four major types of fringe benefits—paid vacations, paid holidays, pension plans and welfare plans—were in effect in all or nearly all of the 108 companies surveyed. Unemployment insurance and workmen's compensation were, of course, also in force in all companies since they are required by law throughout Canada. Also, payments under the Old Age Security Act are required from all companies.

—Average outlays for fringe benefits by industry ranged from 13.1 per cent of payroll in textile mill products to 22.2 per cent in food, beverages and tobacco. Among individual companies within most industry groups there was an equal or even greater variation in fringe benefit costs.

—The largest items of fringe benefit costs were employer contributions to private pension plans and the costs of vacation pay, each averaging 3.9 per cent of payroll, followed by outlay for holidays, amounting to 2.7 per cent of payroll, and payments for welfare plans, at 2.1 per cent of payroll.

—For pension plans, costs (an average of 3.9 per cent for all companies) varied widely between industry groups, from 2.2 per cent in trade to 7.1 per cent in finance and insurance.

—Outlays for welfare plans also showed a wide variation, from 0.4 per cent in finance and insurance to 3.3 per cent in public utilities. The average outlay for welfare plans in all companies was 2.1 per cent.

—Of those benefits required by compulsory or minimum legislation, workmen's compensation showed more moderate inter-industry variations—less than 0.05 in finance and insurance to 0.9 per cent in iron and steel, metal products and machinery. The average for all companies was 0.5 per cent.

—Employers' compulsory liability under the Old Age Security Act is assessed at 2 per cent of corporate taxable income. Total outlay averaged for all 108 companies was 0.8 per cent of payroll, ranging from 0.1 per cent in textile mill products and transportation to 1.6 per cent in petroleum products.

—Premium pay for time worked—the principal wage supplement outside of fringe benefits—averaged 3.2 per cent of payroll in the manufacturing companies surveyed, and 5.2 per cent in public utility companies. In non-manufacturing industries, either it was not the practice to pay premium compensation, or separate data for premium pay were not available.

—Employer payments for pension and other benefit plans were 4.0 per cent of payroll or \$168 per employee for pension plans, 2.1 per cent of payroll or \$89 per employee for welfare plans (including premiums for group life, hospitalization, surgical, medical care and sick pay insurance).

Comparing the years 1953 and 1957 on the basis of data received from the 72 companies participating in both studies, the average total employer outlay for fringe benefits rose, as a percentage of payroll, from 15.3 to 15.8, and in dollars per employee, from \$530 to \$673.

Comparison of costs reported in this study with those in a similar study of fringe benefit costs by the Chamber of Commerce of the United States in 1957 indicates that total outlay for fringe benefits in Canada and the United States did not differ substantially with respect to the major fringe benefits, the report says.

The report was the second such study by the organization, the first being for 1953. The organization now plans to publish similar reports every second year.

Copies of the report are available from Industrial Relations Counselors Service, Inc., 85 Bloor Street East, Toronto 5, at \$5.00 each.

Most U.S. Collective Agreements Provide for Shift Differentials

More than 90 per cent of major collective agreements in the United States include provisions for extra pay or shorter hours for persons engaged on night work, and a growing number call for both.

More than half of all second-shift workers receive differentials of 8 cents an hour or higher, according to the AFL-CIO Department of Research publication, *Collective Bargaining Report*. More than a third get premium pay of 10 cents an hour or more.

For workers on the third shift, the rate is 12 cents an hour or 10 per cent—the latter for those whose differential is on a percentage basis—and is by far the most common in contracts covering 1,000 or more workers.

New Booklet Assembles Laws Applicable to Pension Plans

A booklet that deals with the way in which the tax laws of the Dominion, Quebec and Ontario bear on the operation of employee pension plans has recently been published by The Wyatt Company, actuaries and employee benefit consultants, Ottawa and Toronto. The booklet, *The Law and Regulations affecting Employee Pension Plans, Canada, Quebec, Ontario*, may be obtained from the company without charge.

The booklet assembles, for the first time, the various laws and regulations, both federal and provincial, that are applicable in the operation of pension plans, and is aimed at assisting employers to operate in accordance with the legal requirements.

The pamphlet, which is in the form of question and answer, explains what constitutes a "registered pension plan" and describes the regulations regarding employer and employee contributions for past and future service, terminal funding, taxation of pension benefits, and the appointment of beneficiaries under provincial laws. The effect of estate and succession duty acts on pension plans, and restrictions on the investment of pension fund monies are also dealt with.

The author of the pamphlet, John S. Forsyth, Canadian Manager of the Company, was formerly employed in the Legal Branch, Taxation Division, Department of National Revenue, and later was Director of the Pension Fund Branch of that Department.

Quebec Signs Agreement under Unemployment Assistance Act

All provinces are now under the federal-provincial unemployment relief scheme. The Minister of National Health and Welfare announced in the Commons on July 4 that on July 1 Quebec, the last province to do so, had signed an agreement to enter the plan (see page 803).

The agreement is the standard one between the federal Government and the provinces; and while it took effect on July 1, Quebec, like the other signatory provinces, will be able retroactively to draw contributions from the federal treasury in connection with relief payments going back to July 1, 1958.

The Unemployment Assistance Act, passed at the 1956 Session of Parliament (L.G., Dec. 1956, p. 1569), authorizes the federal Government to enter into agreements with the provincial governments to provide for contributions to be made out of the federal treasury for local unemployment assistance costs. Under the Act, federal contributions may not exceed 50 per cent of the unemployment assistance costs provided under the agreement in the province concerned.

Under the memorandum of agreement appended to the legislation, for all provinces except Nova Scotia, federal aid was to be given when the number of unemployed and their dependents exceeds .45 per cent of the population of the province. In Nova Scotia, because of particular circumstances prevailing in the province, federal assistance was to be given when the unemployment figure exceeded .30 per cent of the population.

An amendment to the Act, passed in December 1957, repealed the requirement that federal reimbursements might be made only with respect of aid to recipients in excess of .45 per cent of the provincial population, with effect January 1, 1958 (L.G., April, p. 373). The federal Government now pays to provinces which have signed agreements under the Act 50 per cent of the total costs of assistance to the needy unemployed, with some exclusions, such as aid to recipients of mothers' allowances and certain other costs.

Nfld. Federation's Convention Attacks Province's Labour Laws

Criticism of Newfoundland's recent controversial labour legislation was voiced at the 23rd annual convention of the Newfoundland Federation of Labour, held in Corner Brook last month. Some 100 delegates attended.

Federation President Larry Daley charged that the Government had made an "unsuccessful" attempt to divide organized labour.

The Federation proposed formation of a union—"not a federation"—of fishermen; a producer's board, owned and controlled by fishermen, to sell all cured and salt fish; government price supports and subsidies; producers co-operatives to secure salt and bait supplies, bait facilities, community stages, stores and curing facilities; and producer-owned curing plants.

President Daley said the existing Newfoundland Federation of Fishermen, an unaffiliated organization with a present membership of about 8,100, was "politically dominated". Secretary of the union is C. Max Lane, a member of the provincial Legislature who was named President of the Newfoundland Brotherhood of Woodworkers that was formed by the Government on decertification of the International Woodworkers of America (L.G., April, p. 360).

The convention discussed a resolution calling for a committee to study charges that certain Grand Falls paper mill unions "publicly supported certain companies and the provincial Government in an attempt to oust other affiliated unions from their legally established bargaining position and from the province".

Another resolution called for the removal of a constitutional barrier against discussion of "partisan political" matters. Others proposed that the Federation disassociate itself from all political parties in Canada, not affiliate with any political parties in Canada, and initiate a political education program to acquaint affiliated unions with the "intent and purposes of the CLC resolution" on a new political party for Canada and to bring to their members a "political awareness".

Britain's Ministry of Labour Publishes 1958 Annual Report

The number of persons in civil employment in the United Kingdom diminished by more than 250,000 as a result of reduced demand in many industries, according to the Annual Report of the Ministry of Labour and National Service for 1958, which was published recently.

Unemployment rose throughout the year, the November total of 536,000 representing 2.4 per cent of the estimated total number of employees. There was a slight improvement in December. The average number registered as unemployed was 457,000 compared with an average of 313,000 for 1957, the report says.

Unemployment among the disabled increased much less sharply than among the able-bodied.

Unemployment was accentuated by the larger numbers of boys and girls reaching school-leaving age and by the considerable numbers of men leaving the armed forces, while at the same time 20,000 fewer men were posted under the National Service Acts than in 1957.

"In many cases employers took the Ministry into their confidence when contemplating reductions in the size of their labour force, and the Department was able to give advice and to assist in the handling of redundancy problems by arranging for the Employment Exchange staffs to interview the workers affected before their notices expired and thus speed up the process of finding alternative employment for them," the report states.

"In addition, training and industrial rehabilitation helped to fit people for employment in industry, commerce and the professions . . . About 89 per cent of those who completed vocational training courses were found employment in the occupations for which they had been trained."

Some firms affected by the trade recession, according to the report, "resorted to short-time working rather than a reduction in the number of workers. The numbers on short-time more than doubled. Overtime was at a considerably lower level than in 1957."

The report states that there was no substantial change in the number of industrial disputes compared with preceding years.

Weekly wage rates increased by about 3½ per cent, compared with 5½ per cent in 1957. Nearly 11,250,000 wage-earners had their weekly rates of wages increased and about 339,000 had their normal weekly hours of work reduced. In 1957, the corresponding numbers were 12,333,000 and 434,000.

The report states that most wage claims were settled by direct negotiation between the parties or through the voluntary negotiating machinery of the industry concerned. However, many disputing parties sought the help of the Ministry's conciliation officers.

Find British Workers on Holiday For One Third of Each Year

Most persons in British industry, according to a survey published in London recently, work during two thirds of each year and spend the other third on vacation.

The survey, conducted by the Industrial Welfare Society, showed that in addition to 104 work-free days created by the almost universal application of the five-day week, the vast majority of British workers receive 10 working days paid vacation and six statutory holidays.

It was also established that fewer than one in a hundred British industrial companies now offer less than two weeks' annual vacation.

Items of Interest to Labour from House of Commons

June 30—*Bill C-68 to amend the Maritime Coal Production Assistance Act* given first reading. The amendment extends the application of the Act to all parts of Canada, increases the total amount of loans that may be made from 10 to 20 million dollars, extends the time limit by five years to October 31, 1964, and increases the amount that may be loaned to one operator from \$7,500,000 to \$12,000,000.

July 2—*Winter Works Program* next fall and winter will be announced to the House when the Government thinks such a program is necessary, the Minister of Labour replied to question.

Announcement respecting salary increases for civil servants will be made "when the proper time comes," the Minister of Finance said in answer to a question.

July 3—*Disallowance of Newfoundland labour legislation* is receiving continuing consideration, the Prime Minister told a

questioner, reminding him that the constitution sets a period within which a decision must be made, and assuring him that the constitutional requirements will be met.

July 4—*Unemployment Assistance Act* is in effect in all 10 provinces following the signing of an agreement on July 1 between the federal Government and the Province of Quebec, the Minister of National Health and Welfare announced.

July 6—*Legislation based on the Clark report* on old age pensions will not be introduced at the present session, the Minister of National Health and Welfare informed a questioner.

Bill C-68 to amend the Maritime Coal Production Assistance Act given second reading; consideration in committee begun. During the debate on the motion for second reading, the Minister of Mines and Technical Surveys said that co-ordination between the new National Energy Board and

the "long-established" Dominion Coal Board will be studied in the next few years.

July 7—*Third reading given Bill C-68* to amend the Maritime Coal Production Assistance Act.

Agreement on a hospital insurance plan has been reached between Prince Edward Island and the federal Government, the Minister of National Health and Welfare announced.

Intention to insert a clause in Bill C-59 (to amend the Combines Investigation Act) to the effect that the anti-combines legislation shall not apply to arrangement between fishermen or associations of fishermen and persons or associations engaged in the buying or processing of fish in British Columbia from January 1, 1959 to December 31, 1960 was announced by the Minister of Justice. (See L.G., July p. 675).

July 8—*Principle of production sharing* with United States firms in connection with the manufacture of the F-104G has been accepted by the U.S. firms, the Minister of Defence Production said when introducing his Department's estimates.

Royal assent given, among others to the act to make provision for the reduction of certain class and commodity rates on freight traffic and the act to amend the Unemployment Insurance Act.

July 9—*Bill C-70* to amend the Combines Investigation Act and the Criminal Code including the clause exempting until the end of 1960 arrangements between fishermen and fisheries associations in British Columbia given first reading.

Report from Civil Service Commission concerning salary increases for civil servants was received by Government the Minister of Finance reported, but he did not regard it as a final submission.

Royal Commission on Freight Rates intends to begin hearings in early September, the Minister of Transport announces in an answer to a question.

July 10—*Between 135,000 and 140,000* housing starts will be made in Canada this year, the Minister of Public Works predicted. He had been asked when the Government intended, in view of the decline in starts, to make direct loans to builders; he said he couldn't make an announcement at that time.

Report of Royal Commission on Price Spreads will not be "very long delayed," the Prime Minister told a questioner.

July 11—*No portion of the subvention* payable to the Northland Navigation Company is being "used to finance the activities of gangsters and racketeers in their attempt

to destroy a legitimate and responsible union which is the certified bargaining agent for certain employees of the company," the Minister of Transport assured a questioner.

July 14—*Because unemployment figures* are still decreasing appreciably, the Government is hoping that it will not be necessary to repeat this winter the Winter Works Program of the 1958-1959 winter, the Minister of Labour told a questioner.

Payment of \$560,000, representing 20 per cent of the purchase price of \$2,800,000, has been received in respect of the sale of the Canadian National (West Indies) Steamships fleet, the Minister of Transport advised a questioner.

Ratification of the U.N. Convention on the nationality of married women approved.

July 16—*Report of Royal Commission on Price Spreads* will be ready by mid-September, according to the chairman of the Commission, the Prime Minister said.

July 17—*Consultation will be held* at all times with labour organizations concerning appointments to certain government commissions "but consultation does not mean determination," the Prime Minister said in reporting on a meeting with Canadian Labour Congress officers. "Consultation means consideration of the suggestions made but does not imply a determination of the issue by reason of the names suggested."

Nova Scotia miners who were laid off because of a breakdown at their place of employment received unemployment insurance benefits if they were eligible under the Act to do so, the Minister of Labour informed a questioner.

Settlement of strike involving the Northland Navigation Company Limited and the National Association of Marine Engineers announced by the Minister of Labour.

July 18—*Draft bill on human rights* will be introduced at the next session of Parliament, Prime Minister asserts, and after introduction, discussion and second reading it will be submitted to a joint committee of both houses to study the terminology of the bill.

Bill C-70 to amend the Combines Investigation Act read the second and third times and passed.

Royal assent given to the amendment to the Maritime Coal Production Assistance Act, the act to provide for the establishment of a National Energy Board, and the act to amend the Combines Investigation Act.

Second Session of Twenty-Fourth Parliament prorogued.

46th Convention, International Association of Personnel in Employment Security

Hon. Michael Starr, Minister of Labour, awarded Association's highest honour, the Citation of Merit, for his contributions to Canada's National Employment Service. Canadian delegates participate in convention forums and workshops

Hon. Michael Starr, Minister of Labour, received the highest honour given by the International Association of Personnel in Employment Security, on June 23 in Boston, Mass.

The award, the Association's Citation of Merit, was presented during the opening session of the 46th annual convention of the IAPES in recognition of Mr. Starr's contributions to Canada's National Employment Service. Alan L. Tosland, Assistant Director of the NES and a member of the IAPES executive board, made the presentation.

The convention was attended by delegates from Egypt, Ghana, Indonesia, Japan, Pakistan, Peru and the Philippine Islands in addition to Canada and the United States.

Soon after he was appointed Minister of Labour two years ago, his nomination pointed out, Mr. Starr announced his intention of seeing that the National Employment Service "fulfilled its proper function" and asked the Unemployment Insurance Commission to develop a program "to strengthen and improve" employment operations.

"Such problems as the difficulty people past 40 have in getting employment, rehabilitation and employment of the disabled, discrimination in employment, and unemployment resulting from cold weather in the winter have concerned me," he said at that time.

The program which resulted included increases in staff, stepped-up employer relations and publicity, area schools and conferences for employment personnel, increased use of testing facilities for screening job applicants, and other activities.

The Minister called a nation-wide conference in Ottawa last July to study Canada's annual problem of winter unemployment, with representatives of industry, labour, trade and commerce and many national organizations in attendance, the nomination stated.

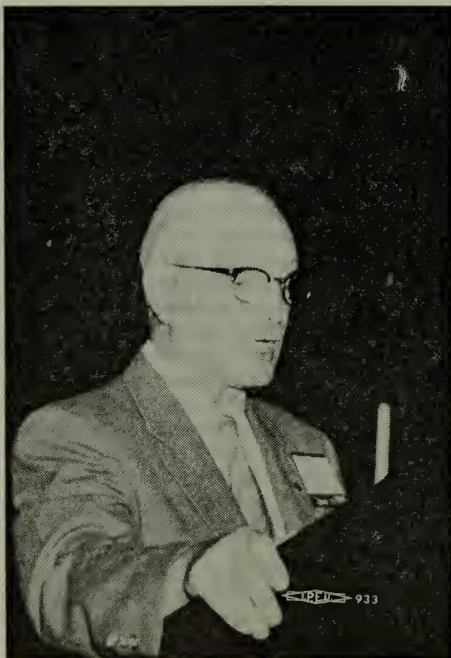
The conference received national publicity, resulted in greater public awareness of the causes of unemployment, and brought pledges from many in influential positions that all possible efforts would be made to support a winter employment campaign.

Mr. Starr was instrumental in securing the adoption of a Municipal Winter Works Incentive Program which had created more than 40,000 jobs by the end of April with resulting improved morale, greater response to the efforts of the Employment Service and the most productive winter employment campaign of any staged to date it was pointed out.

Hamilton Baird

There is a trend in both Canada and the United States towards a uniform standard for judging unemployment benefit claims namely "if a man is out of work he should be paid," Hamilton Baird, Moncton, told the delegates.

Mr. Baird, who is Atlantic Regional Insurance Officer for the Unemployment Insurance Commission, described the emergence of the uniform standard as a by-product of what he called "the redistribution of the wealth in our two countries". It is happening "whether we like it or not," he added.



A. L. Tosland



IAPES President Harry Van Brunt (left) introduces Hon. Michael Starr, Minister of Labour, who holds the Association's Citation of Merit that he received at the convention. The presentation was made by A. L. Tosland, Assistant Director, NES.

He described Canada's centralized system of judging unemployment claims and said the country had virtually adopted the uniform standard. "It seems qualification enough," he said, "that if a man is out of work he be paid something to enable him to keep his family going."

His remarks were made during a workshop session on "Benefit Payments and Non-Monetary Claims Examining".

Co-ordinating for Employment Security

William Thomson, Director of the National Employment Service, during a forum, "Co-ordinating for Employment Security," outlined the operations of the NES and its more recent accomplishments and progress toward a more effective and better integrated program.

Robert C. Goodwin, Director of the U.S. Bureau of Employment Security, the forum moderator, saw immobility of displaced workers as a major economic problem. He said schools should be kept aware of labour market changes and that employment security offices should co-operate with industrial development groups and with industry itself.

Edward L. Keenan, Deputy Assistant Director for Manpower, U.S. Office of Civil and Defense Mobilization, and Dr. William H. Miernyk, Professor of Economics and Director of the Bureau of

Business and Economic Research at Northeastern University, Boston, shared the forum.

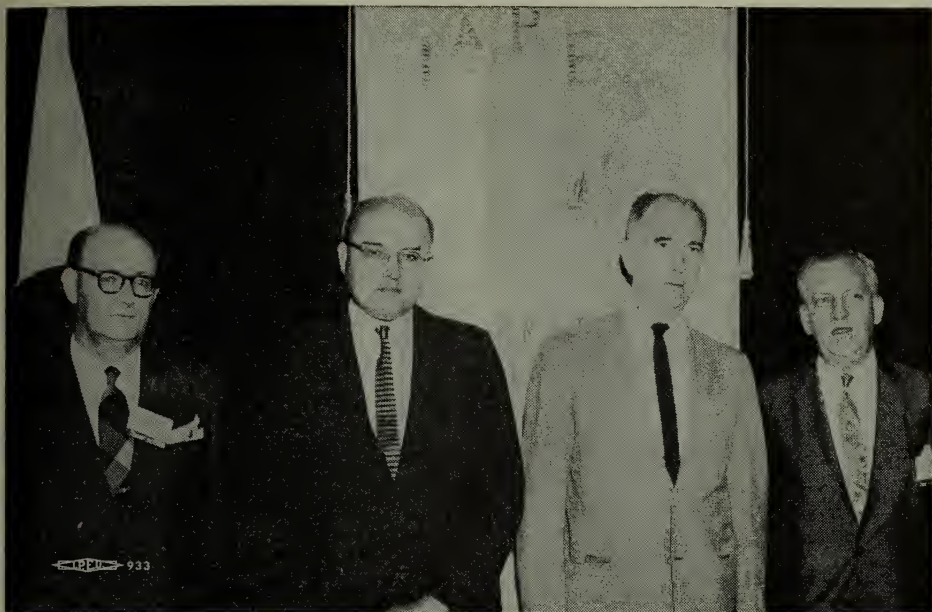
Mr. Keenan suggested that results of skill surveys be made known to schools and employers of the areas concerned for planning purposes and prodded employment security personnel to keep pace with stepped-up demands for top-level technical workers. Dr. Miernyk saw chronic, localized unemployment as a major economic problem, suggested that employment security offices furnish applicants with information about jobs outside their own areas, and advised stepped-up efforts to place older workers and greater use of aptitude testing.

S. B. O'Brien, Staff Training Division, Unemployment Insurance Commission, took part in a session on "Flexibility of Regulations and Procedures to Meet Changes in Local Economic Conditions".

Development of Manpower

The development of manpower to its greatest potential received repeated emphasis during the convention, the theme of which was "Economic Security through Employment Security."

Survival of the free way of life in the United States depends on more than defence, Newell Brown, U.S. Assistant Secretary of Labor, told the convention.



Members of the forum, "Co-ordinating for Employment Security," at the 46th annual convention of the IAPES (left to right): William Thomson, Director, National Employment Service; Dr. William R. Miernyk, Director, Bureau of Business and Economic Research, Northeastern University, Boston; Robert C. Goodwin, Director, U.S. Bureau of Employment Security, forum moderator; and Edward L. Keenan, Assistant Director for Manpower, U.S. Office of Civil and Defense Mobilization.

He predicted that "explosion of the world population" between now and the year 2000 would bring mounting and dangerous pressures to all free-societies.

"One of the ways to meet the pressures is to take every possible step to be sure that maximum use is made of the human resources of the country . . .

"In my judgment, unless we conclusively and conscientiously go after this objective, the possibility that this country will continue to exist as we know it seems to be pretty dim."

Mr. Brown emphasized that it will be the continuing responsibility of persons engaged in job placement and counselling to "see to it that everyone is trained to do the job he can do best".

Workshops

The convention's 12 workshops considered various subjects and discussion indicated that many employers, understanding neither the employment security nor special applicant programs, have fears and apprehensions of both; that services rendered influence community acceptance; that the Employment Service should provide vocational counselling, leaving educational counselling to the schools; that electronic data

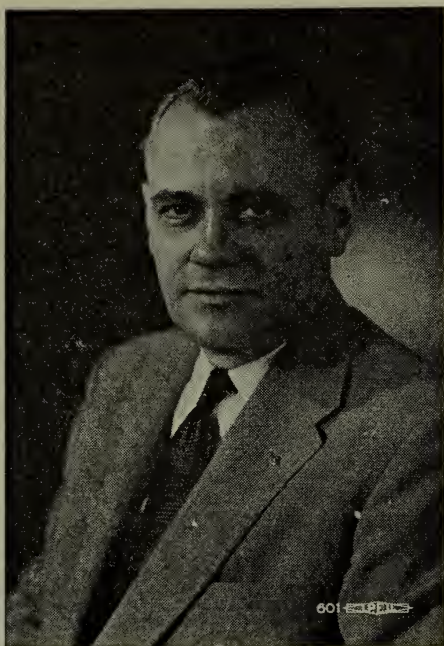
equipment has not changed basic principles, only methods of application; and that there should be more flexibility in employer visiting programs and duration of benefits, depending on economic conditions.

Other workshops indicated that the veteran program should be an integral part of operations; that Employment Service offices can staff industry with good planning and full utilization of tools and techniques; that lack of funds should not be used as an excuse for curtailing community activities; that audit and field investigation functions should be separated; that management training should consider long-range objectives; that clerical personnel should know agency programs; and that, in the farm labour field, there is need for follow-up of placements, and better understanding of transportation and housing problems.

Election of Officers

Mrs. Mark B. Keller, Columbus, Ohio, Employment Security Supervisor for the Ohio Bureau of Unemployment Compensation, was elected President of the IAPES; she succeeds Harry R. Van Brunt of Tallahassee, Fla. Benjamin Cohen, Baltimore, Md., stepped up to First Vice-President;

(Continued on page 838)



Hon. Michael Starr,
Minister of Labour



Claude Jodoin, President,
Canadian Labour Congress

On behalf of the Government of Canada I extend my best wishes to all working people throughout the country, in honour of whom this national holiday has been established.

We are all happy that Labour Day sees our Canadian economy in a substantially improved position over that of a year ago. Employment has expanded steadily this year, and by June had reached an all-time

The year since last Labour Day has been an important one for labour; the year ahead is likely to be even more important. It is traditional on this, labour's holiday, for people to look back on the accomplishments of organized labour and to recall some of the achievements that have been attained through workers' banding together in their common interest.

LABOUR DAY

record level. This has resulted from a broadly based expansion of business activity that has developed during the past twelve months. I have no doubt that this expansion will continue to favourably affect the standard of living and employment prospects of Canadian workers for some time to come.

While prosperity benefits most of us, it does not automatically solve the serious problems that several groups of workers face in obtaining suitable employment. Among these are the physically handicapped, the older worker, those laid off in

(Continued on page 810)

It is particularly timely that we should do that this year because, despite their achievements—and they are many—the organizations that have made this possible are under attack as never before in Canada. No doubt this Labour Day will bring hollow praise for organized labour from some of those who are exerting their efforts to weaken our movement. These are the people who preface their remarks with the phrase, "I believe in trade unions but . . .".

Certainly no one associated with the trade union movement would pretend for a moment that it is perfect in every particular.

(Continued on page 810)

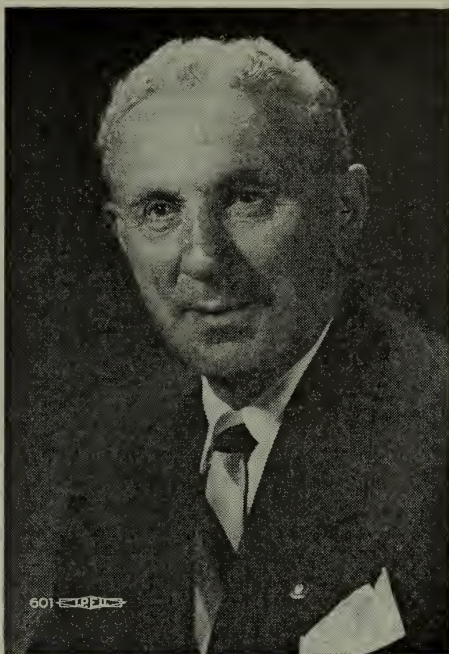


**Roger Mathieu, General President,
Canadian and Catholic Confederation of Labour**

(Translation)

This first Monday in September, the workers' holiday, is also organized labour's day.

So I should like to make a wish, in addition to the usual congratulations and good wishes, which is intended for all but which more particularly concerns trade unionism as such.



**A. H. Balch, Chairman,
National Legislative Committee,
International Railroad Brotherhoods**

On this national holiday the National Legislative Committee, International Railroad Brotherhoods sends greetings to all labour groups.

Of interest to railroad men is the announcement that a Royal Commission has been named to make "a comprehensive and careful inquiry with all reasonable dispatch

MESSAGES

It would not be wise for us to shut our eyes to the serious attacks made during the past year on the prestige of the labour movement in North America. Because of the few unworthy leaders whose criminal conduct has been made known to the public by the United States press, the reputation of the whole labour movement has been sullied. Justly shocked by these truthful revelations, but derved at the same time by enemies of the labour cause who are exploiting the situation, public opinion, it is even to be feared, may be tempted to place all union leaders in the same category with the few who are guilty.

(Continued on page 811)

into problems relating to railway transportation in Canada and the possibility of removing or alleviating inequities in the freight rate structure".

Under the "Terms of Reference" the Royal Commission is to make recommendations on five points, but no suggestion is made that the Commission should study and make recommendation for a national transportation policy; however, it is gratifying to note that a statement was issued from the Government to the effect that a Royal Commission will be named after the present commission to study and

(Continued on page 812)

cold weather from seasonal industries, and those who suffer discrimination because of their race, creed, colour or national origin. Buoyant employment conditions should help us meet these problems more effectively and thus call for a greater effort in solving them.

Today we are living in a world of changing technology and increasing competition, which presents a growing challenge for Canadians to meet. One of our basic objectives must be the strengthening of Canada's resources of skilled and professional manpower. The Government of Canada is providing, in co-operation with the provinces, financial support both for higher education and for vocational training. The important relationships between changing technology and manpower are being studied by the Department of Labour so that Canada will be better able to meet her manpower needs in a changing world.

At the same time we must always keep before us our responsibilities to the rest of the world. Although economic conditions for most Canadians are good, the same cannot be said for large numbers of workers around the world. There is much poverty, lack of food, poor shelter and inadequate schooling in many countries. In many ways Canada is making a direct contribution to the improvement of these conditions; but we cannot afford to relax our efforts in this direction.

Progress has been made during the past year in strengthening our unemployment insurance program, in developing a still more effective winter employment program, in providing a more aggressive placement service for jobless workers and in introducing new labour legislation covering vacations with pay for employees under federal jurisdiction.

It is 65 years since Labour Day was proclaimed as a national holiday by the Government of Canada under the leadership of Sir John Thompson, then Prime Minister.

Tremendous strides in betterment of living and working conditions have been made during that time because of advancing technology, enlightened labour and social security legislative measures, the increased social consciousness of employers, and the increasingly influential voice of Organized Labour.

We in Canada can look back over these advances with satisfaction; but there is no room for smugness. There are many problems calling for the attention of Organized Labour, employers, and governments at all levels in Canada.

It is essentially a human organization and as such it can be expected to suffer from human frailties. It is equally true that those closely associated with organized labour are most anxious and are exerting great efforts to overcome these weaknesses.

But there are others, and it is surely significant that they are largely those who stand to gain from a weakened labour movement, who would impose restrictions that would seriously interfere with the right of workers to make a free choice of their organization and bargain collectively in the truest sense of the words.

The significance of these efforts to weaken organized labour goes considerably beyond the ranks of trade unions. Those who would undermine trade unions are threatening the standard of life enjoyed by every Canadian. Wages and working conditions are to a very large degree determined by collective bargaining. The benefits won in contracts negotiated between employers and employees under union conditions are usually extended, to some degree, to those who do not enjoy the benefits of collective bargaining.

Organized labour has always been in the forefront of the struggle for shorter hours, and the leisure which is generally enjoyed today is to a very large extent the fruit of collective bargaining. Organized labour is in the forefront of the struggle for better wages. Recently we have been bitterly criticized for this. All sorts of dire predictions were made about the effects on the Canadian economy should labour continue to press for and win wage increases. Such increases were won in a number of very important negotiations, affecting many thousands of people; and those who were loudest in their criticism and most pessimistic in their predictions are now proclaiming the improvements in the economic situation since the recession.

But it is not only in the matter of hours and wages that Canadians as a whole have a stake in labour's future. Labour's activities have by no means been limited to this field; great efforts have been expended and much has been accomplished in the legislative field, and particularly in forms of social legislation.

Since their very formation trade unions have been actively striving for better conditions for all people. The records of our movement tell the story of the struggle for better pensions, better widows' allowances, hospital and health insurance, unemployment insurance, workmen's compensation, and other such legislation.

It is surely significant that some employer organizations, which would now impose all sorts of restrictions to weaken labour, have been missing from the leadership in these efforts in Canada. Time and again, in fact, employer organizations have been among the bitterest opponents of such measures. The significance of this is surely clear—those who would weaken labour would also weaken the social structure which has brought a better life to so many Canadians. This is at stake in the struggle now going on and this will be part of the price Canadians will have to pay if the opponents of labour gain ground.

Great strides have been made in this direction; but the governments which have introduced legislation of this type have acted with great hesitation, and only after evidence of public support has become abundantly clear. Labour is proud of the role it has played in rallying that support. Some are now saying that organized labour has become too big. The fact is that trade union members number less than a third of the potential membership. We look forward to expanded organization so that we may speak with a louder voice to attain a better life for the people of our country, and so that we can come closer to balancing the strength of the giant corporations that control to such a great extent the economy of our country.

During the past year we have once again suffered the ravages of unemployment. We have continually pressed for action in two particular fields—combatting seasonal unemployment and planning to meet the effects of automation. Here, as with social legislation, the response has been, to say the least, slow.

The Canadian Labour Congress has repeatedly taken the position that there is far too much readiness to accept seasonal unemployment as inevitable. Surely in this age, when such tremendous strides are being made in so many fields demanding keen intellect, it is not too much to think that means can be devised of reducing the tremendous wastage and suffering that come from idle hands during the winter months.

Across Canada many others are experiencing the idleness that comes when the methods of production are changed, through automation or some other method. An increase can be expected in this trend and here, too, the Canadian Labour Congress has repeatedly advanced suggestions for plans to meet these conditions; but here too there has been great hesitancy.

Before we next celebrate Labour Day the Canadian Labour Congress, representing 1,160,000 workers, will meet in convention—a convention which has often been

described as the Parliament of Labour. Our organization represents more than four-fifths of the union members in Canada and they, with their families, constitute about a quarter of the Canadian population. Obviously the deliberations of such a convention are of national importance.

The matters I have been discussing will come under review at those meetings in Montreal next April, as will many other matters. A great deal is being said of labour's role in the political field. Some are suggesting that organized labour has no place in politics or public affairs. Surely this is the business of everybody. It is simply good citizenship to take an interest in the affairs of our nation, and that is exactly what organized labour is doing.

The Canadian Labour Congress has conducted an active campaign of political education in an effort to inform members of our organization concerning public issues. The decision they reach as a result of this information is, in the best traditions of democracy, their affair and theirs alone. There is not the slightest doubt that whatever decision is reached by the delegates to the Montreal convention, it will protect fully the right of every individual to exercise the ballot which is his personal possession, as he wishes; anything less would be a violation of the democratic basis on which our union movement has been built. The threat to such freedom comes rather from those outside the labour movement who would interfere with workers' discussing and acting upon their political convictions.

And so, I say again, that the year will be a vitally important one for organized labour. We face it with the conviction that in the future, as in the past, workers, uniting in their own organizations, can and will make a truly valuable contribution to the welfare of our country and all its citizens.

Roger Mathieu

(Continued from page 809)

So I should like to appeal to the Christian sense of justice which most citizens certainly possess. I should like to ask them not to condemn, because of a few isolated cases, an army of men who, for the most part, are working conscientiously and devoting themselves to the well-being of the workers.

I wish to remind the workers themselves that they must rise to the active defence of their unions against all attempts at slander; his is an urgent duty.

Let us therefore take advantage of this Labour Day to remind one and all that even if the labour movement has its black sheep (as all large families have, it is still,

with very few exceptions, fundamentally honest, and still constitutes the only organized force in the service of the working classes.

A. H. Balch

(Continued from page 809)

make recommendations for a national transportation policy. This has been long overdue. The railways, like many other industries, have been caught in an economic squeeze between rising operating costs (in spite of major improvement and diminishing returns; however, railways, unlike most enterprises, are not free to solve their problems by discretionary executive action. A national transportation policy should include control of interprovincial and international motor vehicle traffic.

Railway income is subject to regulation and statutory control to an extent not experienced by the rest of Canadian industry. This regulation and statutory control results in the railways' being required to perform uneconomical services for the benefit of the Canadian economy and the Canadian people as a whole. Inevitably their net earnings are adversely affected. Public policy is largely responsible for the low level of railway earnings, which in turn is reflected in resistance to wage demands made by railroad unions.

There is the need for railways in our economy to supply service to the public. We accept that the railways must often operate in an "uneconomic" territory in the general interest, but we reject that such operations should be subsidized by the employees, or by any single group of the economy.

Increased competition from other modes of transportation should be subject to supervision, control and regulation by appropriate governmental authority. It is obvious that to control one class, i.e., the railways, over which there is rigid regulation, and allow competitors to operate without comparable regulations will never be a sound basis for a "national transportation policy".

We trust that the Government, after the present Royal Commission has made its report, will again appoint a commission to study and make recommendations for a national transportation policy.

Railroad unions are concerned about the expansion of automation and electronics in the railroad industry. It is recognized that automation is here to stay and must

be accepted; however, protection must be given those who lose their employment through installation of the new methods. It is right to expect that agreements between unions and management should contain provision for severance pay.

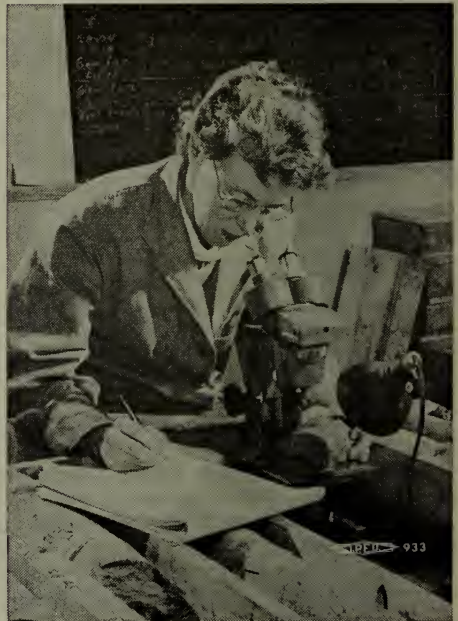
* * *

From our small beginning we have grown, in spite of opposition, to an organization representing more than a million and a quarter Canadian workers . . .

We have spoken out against injustice, poverty and discrimination. We have pioneered legislation that has given Canadians some peace and contentment in their old age. We have finally won a partial victory to secure . . . partial protection against hospital bills; compensation laws, factory inspection, minimum wages, etc. . .

Recently the trade union movement has become more active in community affairs. In international affairs we are awakening to our great responsibility . . . During the past year the Canadian trade union movement has tried to play its full role in the democratic development of our country . . . We shall continue in the coming years to strive to see (organized labour's objectives) become reality.

—Labour Day Message, David Archer,
President, Ontario Federation of Labour.



Dr. Helen R. Belyea



Professional Distribution of Women

Canadian woman has made name for herself in geology, once regarded as a man's profession. U.S. survey of recent graduates shows predominance of traditional occupations. U.S. sorority publishes useful pamphlet on pharmacy as a career

"Women are gradually making a name for themselves in many professions once regarded as men's work. Yet the great majority of professional women are in fields that have.. been.. traditionally considered 'suitable for women'."—*Women at Work in Canada, 1958.*

One of those who are 'making a name for themselves' in a profession once regarded as men's work is Dr. Helen R. Belyea, a geologist in the federal Department of Mines and Technical Surveys.

Dr. Belyea was recently awarded the Barlow Memorial Medal for a paper entitled, "Distribution and Lithography of Organic Carbonate Unit of Upper Devonian Fairholme Group, Alberta". She was the first woman to be so honoured.

Dr. Belyea has worked in gas and oil fields, first in Eastern Canada and since 1950 in the West, as a member of the Geological Survey of Canada. She is an active member of several professional associations of geologists and has published a number of reports and papers on petroleum geology.

Holding to Tradition—Tradition still prevails, however, not only in Canada but in other countries, particularly the United States. This is confirmed by a report on women graduates of 1957* recently published by the Women's Bureau, U.S. Department of Labor in co-operation with the Women's Section of the National Vocational Guidance Association.

Almost 88,000 women who were graduated in June 1957 from colleges and universities granting the B.A. degree were included in the mail questionnaire survey on which the report is based. As in earlier similar studies, teaching was the profession most often chosen by the graduates. By far the largest proportion of those who chose this profession were elementary school teachers, only half as many having entered high school teaching.

Probably as a result of recent intensified efforts to increase the number of "degree" nurses, the nursing profession had moved into second place, displacing secretaries and stenographers, now third on the list.

Equal numbers were employed on the one hand as scientists, mathematicians and statisticians and on the other, as recreational, religious and social welfare workers. Home economists and dietitians formed a slightly smaller group. Each of four remaining fields accounts for still smaller but about equal numbers: retail store workers, therapists, advertising and editorial assistants, and bookkeeping and accounting clerks.

In contrast to a marked increase in the number of women who were receiving appropriate training for teaching and nursing, there was no evidence that more women had been motivated to obtain suitable training for occupations in the physical and biological sciences, the social sciences, mathematics and engineering.

The report underlines the need of a greater awareness of the expanding employment opportunities in professions that are less usual for women.

Occupational Information—A pamphlet on pharmacy as a field for women* recently published by a U.S. sorority is a good example of the type of occupational information that helps to stimulate such awareness.

The pamphlet answers the questions of a high school girl who is interested in a career in pharmacy by means of a series of interviews with women pharmacists in various settings: a retail pharmacy, a medical arts pharmacy used by doctors engaged in diagnostic work, a large hospital where the pharmacist prepares under medical supervision medications for patients and the out-patient department, a pharmaceutical laboratory carrying on research, and a school of pharmacy where the pharmacist is a member of the teaching staff.

Pharmacy is a field in which girls are likely to be interested; women in some European countries have become established in it. With the necessary adaptation of the information regarding qualifications and training, this pamphlet could be of use to Canadian girls wishing to enter the field.

**She is a Pharmacist*, by Eunice R. Bonow, Ph. D., Assistant Professor of Pharmacy, University of Wisconsin, Milwaukee, Published by The Grand Council of Kappa Epsilon, Career Guidance Committee, 1539 N. 51 Street, Milwaukee 8, Wisconsin, U.S.A.

**First Jobs of College Women*, Women's Bureau Bulletin, No. 268. U.S. Government Printing Office, Washington 25, D.C.

Training and Re-training of Older Workers

Toronto committee recommends research to determine extent of employment problem of older workers and numbers of older persons who need training or re-training, and urges pilot project to provide experience in operating training programs

A special committee of the Social Planning Council of Metropolitan Toronto has been considering problems connected with the training and re-training of older workers for employment.

This committee, established in 1955 as a result of recommendations made at the Conference on Earning Opportunities for Older People held in Toronto in 1954, had as chairman Norman White, Superintendent of Business Development Domestic, Toronto-Dominion Bank. It was made up of representatives from industry, voluntary agencies, organized labour, education, and Toronto officials of the Department of Veterans' Affairs and the National Employment Service.

In studying the problem, the committee classified older workers as follows:

(1) Those in their middle years who find age an obstacle to getting employment;

(2) Those from 50 to 65 years of age who for a variety of reasons lose their jobs and are unable to find others;

(3) Those of or near normal retirement age who, for financial or other reasons, wish to keep on working.

For all these groups the committee thought that an educational program designed to improve their qualifications for and prospects of employment was of prime importance. The members agreed that the ideal solution was for older persons to find jobs where existing skills could be used. They realized, however, that this might not be possible and that without training or re-training, the older persons might be faced with a long period of unemployment.

In their report, the committee emphasized the importance of counselling as part of the training process to overcome feelings of inferiority and despondency and to help the trainees to realize their capabilities. They agreed that the provision of adequate counselling services was basic to any program designed to provide greater opportunities for work for older people. It was thought that good counselling might even, in many cases, render training unnecessary.

Experience had indicated that the ability of older persons to learn was beyond doubt, the committee knew. In the re-training of older women office workers in the United States, little difficulty was found in bring-

ing unused or rusty skills back to employment standards. Experience in re-training suggests that preliminary counselling should try to uncover dormant skills or abilities.

The committee's report describes a training program initiated by a Milwaukee bank. The bank was faced with a shortage of business machine operators. The work had previously been done by younger women but it was decided to train older women to do it on a part-time basis. Intensive training with full wages was provided. Begun as an experiment, the program became a permanent part of the bank's operations, and several hundred older women were employed. The bank found that in low job turnover, less absenteeism, greater accuracy and dependability, the older worker proved his superiority.

It was agreed by the committee that training on the job offered distinct possibilities. They considered that this could be done either by training existing employees for new work more adapted to their abilities, or by the employment and training of new recruits. It was, however, recognized that to obtain the employers' co-operation in such methods required considerable urging.

In their report, the committee made several recommendations regarding the problem of employment for older workers. One of these was the need for research to determine the extent of the problem, in particular, on the numbers of older persons who need or would benefit from training or re-training. Members thought that such studies should be undertaken at the national level; but they also recommended that, following an assessment of local needs, a pilot project in training and re-training be set up in Metropolitan Toronto to provide experience in the operation of a program to meet such needs.

Because a major contribution by business and industry towards solving the employment problems of older people is needed, the committee recommended, as an educational program, the exploration of methods of collecting and preparing case histories of successful older worker programs undertaken by business and industry.

A special committee has been set up to plan the implementation of the report, copies of which are obtainable from the Council at 160 Bay Street, Toronto.

50 Years Ago This Month

Three strikes occur in Nova Scotia coalfields over demand for recognition of United Mine Workers as bargaining agent. Conciliation board again described the UMW as a "foreign" organization and recommended against its recognition

Serious labour disputes in the coalfields of Nova Scotia marked the latter half of 1909. The beginning of two strikes early in July was recorded in the August 1909 issue of the LABOUR GAZETTE; a third, which proved to be the most prolonged, started about a month later.

In all three disputes the refusal of the companies to recognize the United Mine Workers as the bargaining agent of the employees, and their determination rather to continue to deal with the Provincial Workmen's Association, was one of the main causes of trouble.

A strike of 526 employees of the Inverness Railway and Canal Co. at Inverness began on July 9. (Although not officially settled, the strike was reported to be practically over by the beginning of August, most of the miners having returned to work.)

A strike of employees of the Dominion Coal Company at Glace Bay, which began on July 6 and which originally affected about 2,500 miners, lasted much longer. (The LABOUR GAZETTE of May 1910 reported the UMW's declaration that the strike had ended on April 28, 1910.)

The third strike, originally by about 1,700 men, against the Cumberland Railway and Coal Company at Springhill, which began on August 10, according to the September 1909 issue of the LABOUR GAZETTE, resulted in the complete shutdown of the mine until the end of 1909, and did not officially end until May 27, 1911.

The August issue of the GAZETTE published the report of a conciliation board which investigated this third dispute. From this report it appears that, besides the demand for recognition of the United Mine Workers, wages were an important issue but that the employees were not inclined to press a claim for increased remuneration. Notwithstanding this, the board's report was not accepted by the men.

The company, on its side, at first apparently made no demand for a reduction in wages. It did, however, present some lengthy statements which purported to show that it had been losing money every year since 1906; and that while wages had gone up in every year except one since 1900, productivity was lower than it had been in the years between 1895 and 1899.

The company's statements, which the Board said were not disputed by the em-

ployees, showed a total loss on operations for 1906, 1907, 1908 and the first four months of 1909 of nearly \$300,000. Figures were also presented which showed that the average daily pay of the company's miners had risen from \$1.83 in 1895 to \$3.14 in 1907, while production per miner per day had dropped from 5.52 tons in 1895 to 4.1 tons in 1907. The company also complained of a very high rate of absenteeism.

Giving figures showing the cost per ton of its coal and the price received per ton during the years 1906 to the end of April 1909, which represented losses of from 17 to 51 cents a ton, the company said: "There is no other operation in Nova Scotia where the cost of production is within 50 to 75 cents per ton of the foregoing figures... There is no hope for the property under these adverse terms."

In the same August issue the LABOUR GAZETTE published the report of a conciliation board on a dispute between the Nova Scotia Steel and Coal Company and Local 1746, UMW.

On the question of recognition of the United Mine Workers, which was an important issue in this dispute also, the majority report of the board, like that of a board which had reported earlier on a dispute involving the Dominion Coal Company and the UMW (L.G., May, p. 470), sided with the company. Like the former board's majority report, this report took the view that the UMW was "a foreign corporation, the majority of its members residing in the United States," and that if it represented Canadian miners it might use its power to further the interests of the American coal industry as against those of the industry in Canada.

"We believe this power is too great to place in the hands of any foreign body as it practically means the control of our mining industries," the report said.

On the other hand, a minority report by the representative of the Miners said, "We claim that the United Mine Workers are not an American organization, and that the operators of this country, when the people say so, should meet the union, more particularly when 90 per cent of their workmen are members of the organization, Canadian or American, from the fact: first, that it is international; and second, that it is already successfully operating in British Columbia and Alberta."

INTERNATIONAL LABOUR ORGANIZATION

43rd Conference Adopts Four New International Labour Instruments

Delegates approve Convention providing for minimum age of admission of fishermen to employment, Convention on medical examination of fishermen, Convention on fishermen's articles of agreement, Recommendation on health services in industry

The 43rd International Labour Conference, held in Geneva June 3 to 25, accomplished the following:

—Adopted four new international instruments: a Convention providing for the minimum age of admission of fishermen to employment; a Convention concerning the medical examination of fishermen; a Convention concerning fishermen's articles of agreement; and a Recommendation providing for the organization of health services in places of employment. This brings the total number of Conventions to 114 and the number of Recommendations to 112. On the question of the organization of health services in places of employment, the Conference also adopted a resolution inviting the ILO Governing Body to consider placing the question of the possibility of adopting a Convention on this subject on the agenda of the earliest possible Session of the Conference;

—Took preliminary action with a view to final discussion next year on three other instruments: a proposed draft Convention, supplemented by a formal Recommendation, dealing with the protection of workers against ionizing radiations, and a proposed draft Recommendation on the question of the collaboration between public authorities and employers' and workers' organizations at the industrial and national levels;

—Held a general discussion on the problems of non-manual workers, including technicians, supervisory staff, etc., and approved a report outlining a long-term program for the ILO with respect to the problems of these workers;

—Adopted resolutions on questions not on the agenda of the Conference: on the operational activities of the ILO; on the problems of young workers; on ILO activities in the field of occupational health and safety and participation by the ILO in the proposed international health and medical

research year; and on the development of the activities of the ILO in respect of the problems of the underdeveloped countries;

—Examined a report on the manner in which member countries are applying ILO Conventions;

—Adopted an ILO budget for 1960 of \$9,300,909;

—Held a general debate on the annual Report of the Director-General, David A. Morse, and heard him reply to the discussion;

—Held a special sitting to celebrate the 40th Anniversary of the ILO;

—Adopted a new procedure for dealing with the membership of technical committees designed to resolve difficulties which have arisen at the past six Sessions of the Conference.

More than 900 delegates, advisers and observers from 75 member countries and 15 territories attended the Conference. (The Canadian delegation was listed on page 601 of the June issue.)

Denmark's permanent secretary, Ministry of Social Affairs, Erik Dreyer, was elected President of the Conference; vice-presidents elected were Inocencio V. Ferrer, Government Delegate, Philippines; Cola G. Parker, Employer Delegate, United States; and Bruno Storti, Worker Delegate, Italy.

The Convention dealing with the minimum age for admission of fishermen to employment (text on page 820), adopted by a vote of 160 to 46 with 29 abstentions, provides that children under the age of 15 years shall not be employed or work on fishing vessels. Under certain conditions children may participate in the activities aboard fishing vessels during school holidays, and national laws and regulations may provide for the issuance of employment certificates to children not less than 14 years of age.

The Convention covering medical examinations for fishermen (text on page 822), adopted by 159 votes to 45 with 33 abstentions, states that no person shall be engaged in any capacity on a fishing vessel unless he produces a medical certificate attesting to fitness for the work he is applying for. Persons under 21 will be examined once a year; older persons as the appropriate authority decides.

Adopted by 155 votes to 41 with 37 abstentions, the Convention on fishermen's articles of agreement (text on page 823) provides that fishermen shall be covered by contracts and employment records similar to those used in the Merchant Marine.

The Recommendation concerning the organization of occupational health services in places of employment (text on page 825), adopted by a vote of 240 to 0 with 2 abstentions, provides that these services should be organized by employers themselves or attached to an outside body either as a separate service within a single undertaking or as a service common to a number of undertakings.

On the question of the protection of workers against ionizing radiations the Conference approved proposed conclusions for a Convention supplemented by Recommendation. The conclusions will be submitted to the 80 ILO member states for their comments and a final decision will be taken on the matter by the 1960 Conference.

The conclusions of the technical committee charged with studying the question of collaboration between public authorities and employers' and workers' organizations at the industrial and national levels, which proposed a draft Recommendation concerning this question, will be transmitted to the governments of the 80 member countries for their observations, and a final decision will be made at the 1960 Conference.

Protection against Ionizing Radiations

On the question of the protection of workers against ionizing radiations, the Conference approved proposed conclusions for an International Labour Convention, supplemented by a formal Recommendation. The conclusion will be submitted to the 80 ILO member states for their comments, and a final decision will be taken by the 1960 Conference.

The two instruments will apply to "all occupational activities involving or liable to involve the mining and treatment of radioactive ore, the production, storage, handling, use or transport of any radioactive substance, whether sealed or unsealed, or the operation or use of any

Four persons who had taken part in the first International Labour Conference at Washington in 1919 were present at a ceremony on June 15 to celebrate the 40th anniversary of the ILO. They were: Edward J. Phelan, who was first Secretary at that Conference and who later became Director of the ILO; Carl V. Bramsnaes, Danish statesman and former Chairman of the ILO Governing Body; Petrus J. S. Serrarens, former General Secretary of the International Confederation of Christian Trade Unions; and Italo Maria Sacco, a member of the Italian delegation.

The Chairman of the ILO Governing Body, H. E. Julio Augusto Barboza-Carneiro, emphasized that the demands of 1919 had for the most part been satisfied. The living standards of the workers in the great industrialized nations had been raised and the ennobling of labour was no longer the aspiration of a single class; it was an idea today firmly anchored in the minds of the employers and those responsible for public life.

The Chairman then told the Conference that nothing could better mark the 40th anniversary than the establishment, under the ILO, of an international institute for labour and social studies as proposed by the Director-General.

equipment liable to produce ionizing radiations, and to all other activities involving exposure of persons to ionizing radiations in the course of their work."

Each instrument then deals with methods of implementation, maximum permissible doses of ionizing radiations and maximum permissible concentrations of radioactive substances, protection, notification and inspection, monitoring, and medical examinations.

The Convention also takes up the question of reduction of exposure, age of admission to employment, over-exposure, and instruction of personnel. The Recommendation also deals with health records, the appointment of a competent person by each undertaking, and alternative employment.

Collaboration with Public Authorities

The Conference approved by 148 votes to 3, with 38 abstentions, the conclusions of the technical committee charged with studying the question of collaboration between public authorities and employers' and workers' organizations at the industrial and national levels, which proposed a draft Recommendation concerning this question.

It provides for measures appropriate to national conditions to be taken to promote effective consultation and co-operation at the industrial and national levels between

public authorities and employers' and workers' organizations, as well as between these organizations.

This consultation and co-operation would have the general objective of promoting good relations between public authorities and employers' and workers' organizations, as well as between these organizations, whether at the industrial level or at the level of the economy as a whole, with a view to increasing the prosperity of the economy, or individual branches, improving conditions of work and raising standards of living.

The Committee unanimously emphasized that the second discussion of the proposed draft Recommendation next year should be limited to the barest minimum. The Committee that would be constituted at that Session to examine the text finally would thus be able to devote the greater part of its time to a thorough exchange of views on the experience gained in the different countries. Such an exchange of views would greatly contribute to the promotion and the development of consultation and co-operation and could be summarized in a document, which would permit countries to benefit from the experience acquired by other countries.

Problems of Non-Manual Workers

The Conference approved unanimously a report outlining a long-term program for the International Labour Organization with respect to the problems of non-manual workers.

The report noted the increasing proportion of the labour force engaged in non-manual work, and the rapid rate of change in the character of that work and in the qualifications required for it.

Throughout the Committee's discussion special emphasis was put on the problem of the "educated unemployed" and on the help the ILO could render to underdeveloped countries, where this problem is particularly serious, to channel the manpower available towards employment in the production field.

The report recommended:

—That the ILO should undertake surveys and studies on the demand for skilled labour and on problems of vocational training and manpower utilization both in developing and in industrialized countries in preparation for meetings on these questions;

—That developing countries should receive ILO technical assistance to expand educational programs and other activities designed to meet the demand for technical, professional and managerial staff;

—That such programs should cover the acquisition of basic skills by non-manual workers and the retraining of older workers, with a view to giving them increased opportunities of obtaining employment, re-employment and promotion;

—That the ILO accentuate its studies in this field in developing countries, and that the ILO prepare studies and, possibly, convene an *ad hoc* meeting on problems concerning the employment and re-employment of older workers.

The committee that prepared the report recommended that the ILO should continue to consider and examine the problems of mechanization and automation in offices, with particular regard to its effect on stability of employment; problems of vocational training and guidance; problems of older workers; and the effects of strain and stress in offices where mechanization and automation have been introduced.

The committee recommended also that the ILO should:

—Pursue studies on the form and content of the contract of employment for non-manual workers;

—Pursue the examination of the problem of social security of non-manual workers from the point of view of the transfer of pension rights of workers moving from one job to another;

—Undertake an inquiry into the implementation of existing international standards bearing upon the situation of non-manual workers;

—Help to improve the training of office personnel through its Technical Assistance Program;

—Examine the situation of public servants, including their right to organize and bargain collectively.

Resolutions

Four resolutions were adopted by the Conference. That concerning the problems of young workers urges all ILO member states to develop "well-rounded and adequate youth policies and programs," and makes suggestions for various steps that might be taken by the ILO itself.

The resolution concerning ILO activities in the field of occupational health and safety and participation by the ILO in the proposed International Health and Medical Research Year expresses its appreciation of the initiative of the United Nations in connection with the Health and Medical Research Year and calls attention to ILO programs in the field of occupational safety and health. In the resolution on the ILO's operational activities, the Conference called on the ILO and its Governing Body to

expand operational activities, and suggested an evaluation of the program at the 1962 Conference.

In the resolution concerning the development of the activities of the ILO in respect of the problems of the underdeveloped countries, the Conference invited the Governing Body to review the extent of the participation of less developed countries in all the organs of the ILO.

New Procedure on Membership of Committees

After a full debate in plenary session, the Conference decided to modify the procedure followed up to now concerning the composition of its committees.

The employers' group has decided in recent years not to designate, as members of the Conference technical committees, the employer delegates from certain Eastern European countries.

Under the new procedure every delegate making application to his group for membership of a committee shall be placed on the list of members of that committee. Certain members of the groups (worker, employer and government) on each of the technical committees shall have the right to vote; these members will be known as the voting section.

A delegate who feels aggrieved at a result of not being included in the voting section of his group shall have the right of appeal to the Conference and the Conference will without debate transmit the appeal to a board of three independent persons from a panel previously appointed by the Conference.

The board's decision shall be final, and shall be put into effect immediately by the Conference without debate. In no case shall more than two delegates be added to the voting section of any one committee.

The board's first decision was to seat employer delegates from 10 Communist countries as voting members of technical committees (L.G., July, p. 715).

Director-General's Reply

The rapidly increasing population of the world and the resultant demand for production and productive employment "is a challenge to man's ingenuity," ILO Director-General David A. Morse, said in his reply to the Conference's debate on his report.

"In economically underdeveloped regions," said Mr. Morse, "... it has been forecast that in the next 50 years populations will triple or even quadruple. There will have to be a great and rapid increase in production and productive employment if this larger population is to sustain itself at present low standards, let alone achieve that higher welfare which an awakened

political consciousness now demands and which it is the aim of the ILO to promote.

"It is a challenge to man's ingenuity," he said, "to devise new technology and new social organization. But unless we prove able to respond to this challenge, the continuing increase in the number of the world's people under present conditions spells only disaster.

"The greatest single issue which faces us all during the next quarter century is, I believe, whether economic and social development can overtake population growth."

All countries . . . face certain long-term problems of employment and economic development policy. All have a need for technological inventiveness and for adjustment to technological change. In every country it is necessary to consider how the proper rate of investment may be achieved and what kinds of investment are the most economically and socially useful. It is necessary also to understand better the relationship between prices, wages and the level of employment, and to examine the consequences for production and employment of changing patterns of international trade. The quality and mobility of manpower must be continually improved; and new and more efficient organization of production requires the creation of new patterns of human organization, new industrial relationships. Although they may go about solving these problems in different ways . . . no country or economic system escapes them altogether.

Pointing out that the ILO has a "special responsibility" for employment problems, Mr. Morse outlined some of the ways in which the ILO is acting in this field: in its studies of employment problems, its researches into the relationship between measures to promote employment and those to combat inflation, its studies of the employment problems of developing countries, and its programs towards the improvement of the quality and mobility of manpower.

"Rapid industrialization," Mr. Morse said, "appears the only way to sustain population increases on the scale taking place in many less developed countries. But industry cannot be developed at the expense of a country's agriculture. There is now general recognition of the need for balanced agricultural and industrial growth . . . Comprehensive programs of rural development may prove to be the most immediately effective means to increase employment opportunities and conditions of life on the land (and) they may awaken in a vast segment of the population the disposition to change habits and attitudes in ways which will facilitate future economic growth . . ."

Perhaps the greatest influence the ILO can wield is by helping to bring about the new human organization without which neither agriculture nor industrial development is possible, he added.

Mr. Morse cited the ILO's programs in labour-management relations, in workers' education, in management development, and in labour administration as important aspects of the Organization's work in this direction.

"The educational method," he said, "is . . . the best way—and the only really practical way—to promote the growth" of social institutions.

"The possibilities of human organization in the service of economic, social and political growth have by no means been exhausted. It would be the gravest mistake, I feel, at this stage of history, when a great new effort to increase the world's productive resources and the possibilities of giving greater satisfaction to human needs is so urgent, to confine our thinking to traditional forms and systems of organization.

" . . . The very variety of possible new institutional growth and the diversity of functions which new organizations may be able to fulfill underscores, however, the importance of responsible leadership . . . it is of the utmost importance to encourage new institutional growth through the education of the men and women whose initiative must lie at the origin of this growth. Responsible leaders schooled in a rational understanding of the conditions of their society and imbued with respect for the values and persons of their fellows will build a better system than any which could be planned for them by others even with the best goodwill."

Today's youth must bear the burden of that economic and social growth which the world required to surmount its most serious problems during the next quarter-century. The education, training, preparation for work and life in the community of young people today would thus in large measure determine its success or failure. "I therefore propose that the ILO devote special attention to the problems of youth," Mr. Morse said.

"The ILO's work should respond to world social and economic issues. The nature of these issues—the expansion of industrial employment, rural development, the preparation of youth—is gradually reshaping the character of the ILO's work. Technical assistance has become a major part of the ILO's total activity. It is expanding, and . . . it must continue to expand," Mr. Morse declared.

The Director-General suggested that the ILO needs to develop new tools and methods. That is why he put to the Conference last year a suggestion that the ILO establish at Geneva an International Institute for Labour and Social Studies, he said.

The Institute, which would bring trade union leaders, government officials and others to Geneva for periods of free discussion and study "would teach no set system of industrial relations or social organizations, nor would it propound any doctrine. Its aim would be to promote a better understanding of how to go about dealing with the questions of social policy."

Through the Institute, Mr. Morse asserted, "the ILO would be assured of remaining in the forefront of social thought—of thought formed not from books of theory but in the struggle with today's difficulties.

Canadian Participation

Canadians were appointed to six committees at the Conference, as follows:

Selection Committee—Assistant Deputy Minister of Labour Dr. George V. Haythorne, Chairman; Kalmen Kaplansky.

Standing Orders Committee—W. A. Campbell; W. J. McNally, substitute; Kalmen Kaplansky.

Committee on Application of Conventions and Resolutions—W. A. Campbell; J. A. Johnstone, substitute.

Committee on Fishermen—W. A. Campbell, J. A. Johnstone, F. W. Purdy, Emile Hébert.

Committee on Radiation—W. A. Campbell, F. W. Purdy, Clifford Priestley.

Committee on Non-Manual Workers—W. A. Campbell, Lloyd Hemsworth, David Archer.

Committee on Collaboration—W. A. Campbell, E. F. L. Henry, Lloyd Hemsworth, Stanley Knowles.

Text of Convention Concerning the Minimum Age for Admission to Employment as Fishermen

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-third Session on 3 June 1959, and

Having decided upon the adoption of certain proposals with regard to the minimum age

for admission to employment as fishermen, which is included in the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this nineteenth day of June of the year one thousand nine hundred and fifty-nine the

following Convention, which may be cited as the Minimum Age (Fishermen) Convention, 1959:

Article 1

1. For the purpose of this Convention the term "fishing vessel" includes all ships and boats, of any nature whatsoever, whether publicly or privately owned, which are engaged in maritime fishing in salt waters.

2. This Convention shall not apply to fishing in ports and harbours or in estuaries of rivers, or to individuals fishing for sport or recreation.

Article 2

1. Children under the age of fifteen years shall not be employed or work on fishing vessels.

2. Provided that such children may occasionally take part in the activities on board fishing vessels during school holidays, subject to the conditions that the activities in which they are engaged—

- (a) are not harmful to their health or normal development;
- (b) are not such as to prejudice their attendance at school; and
- (c) are not intended for commercial profit.

3. Provided further that national laws or regulations may provide for the issue in respect of children of not less than fourteen years of age of certificates permitting them to be employed in cases in which an educational or other appropriate authority designated by such laws or regulations is satisfied, after having due regard to the health and physical condition of the child and to the prospective as well as to the immediate benefit to the child of the employment proposed, that such employment will be beneficial to the child.

Article 3

Young persons under the age of eighteen years shall not be employed or work on coal-burning fishing vessels as trimmers or stokers.

Article 4

The provisions of Articles 2 and 3 shall not apply to work done by children on schools ships or training ships, provided that such work is approved and supervised by public authority.

Article 5

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 6

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 7

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the

Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 8

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 9

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 10

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 11

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention notwithstanding the provisions of Article 7 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 12

The English and French versions of the text of this Convention are equally authoritative.

Text of Convention Concerning the Medical Examination of Fishermen

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-third Session on 3 June 1959, and

Having decided upon the adoption of certain proposals with regard to the medical examination of fishermen, which is included in the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this nineteenth day of June of the year one thousand nine hundred and fifty-nine the following Convention, which may be cited as the Medical Examination (Fishermen) Convention, 1959:

Article 1

1. For the purpose of this Convention the term "fishing vessel" includes all ships and boats, of any nature whatsoever, whether publicly or privately owned, which are engaged in maritime fishing in salt waters.

2. The competent authority may, after consultation with the fishingboat owners' and fishermen's organizations concerned, where such exist, grant exemptions from the application of the provisions of this Convention in respect of vessels which do not normally remain at sea for periods of more than three days.

3. This Convention shall not apply to fishing in ports and harbours or in estuaries of rivers, or to individuals fishing for sport or recreation.

Article 2

No person shall be engaged for employment in any capacity on a fishing vessel unless he produces a certificate attesting to his fitness for the work for which he is to be employed at sea signed by a medical practitioner who shall be approved by the competent authority.

Article 3

1. The competent authority shall, after consultation with the fishingboat owners' and fishermen's organizations concerned, where such exist, prescribe the nature of the medical examination to be made and the particulars to be included in the medical certificate.

2. When prescribing the nature of the examination, due regard shall be had to the age of the person to be examined and the nature of the duties to be performed.

3. In particular the medical certificate shall attest that the person is not suffering from any disease likely to be aggravated by, or to render him unfit for, service at sea or likely to endanger the health of other persons on board.

Article 4

1. In the case of young persons of less than twenty-one years of age, the medical certificate shall remain in force for a period not exceeding one year from the date on which it was granted.

2. In the case of persons who have attained the age of twenty-one years, the competent authority shall determine the period for which the medical certificate shall remain in force.

3. If the period of validity of a certificate expires in the course of a voyage the certificate shall continue in force until the end of that voyage.

Article 5

Arrangements shall be made to enable a person who, after examination, has been refused a certificate to apply for a further examination by a medical referee or referees who shall be independent of any fishing-boat owner or of any organization of fishing-boat owners or fishermen.

Article 6

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 7

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 8

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 9

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 10

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 11

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 12

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve

the immediate denunciation of this Convention, notwithstanding the provisions of Article 8 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 13

The English and French versions of the text of this Convention are equally authoritative.

Text of Convention Concerning Fishermen's Articles of Agreement

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-third Session on 3 June 1959, and

Having decided upon the adoption of certain proposals with regard to fishermen's articles of agreement, which is included in the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this nineteenth day of June of the year one thousand nine hundred and fifty-nine the following Convention, which may be cited as the Fishermen's Articles of Agreement Convention, 1959:

Article 1

1. For the purpose of this Convention, the term "fishing vessel" includes all registered or documented ships and boats of any nature whatsoever, whether publicly or privately owned, which are engaged in maritime fishing in salt waters.

2. The competent authority may exempt from the application of the provisions of this Convention fishing vessels of a type and size determined after consultation with the fishing-boat owners' and fishermen's organizations concerned, where such exist.

3. The competent authority may, if satisfied that the matters dealt with in this Convention are adequately regulated by collective agreements between fishing-boat owners or fishing-boat owners' organizations, and fishermen's organizations, exempt from the provisions of the Convention concerning individual agreements owners and fishermen covered by such collective agreements.

Article 2

For the purpose of this Convention, the term "fisherman" includes every person employed or engaged in any capacity on board any fishing vessel and entered on the ship's articles. It excludes pilots, cadets and duly indentured apprentices, naval ratings, and other persons in the permanent service of a government.

Article 3

1. Articles of agreement shall be signed both by the owner of the fishing vessel or his authorized representative and by the fisherman.

Reasonable facilities to examine the articles of agreement before they are signed shall be given to the fisherman and, as the case may be, also to his adviser.

2. The fisherman shall sign the agreement under conditions which shall be prescribed by national law in order to ensure adequate supervision by the competent public authority.

3. The foregoing provisions shall be deemed to have been fulfilled if the competent authority certifies that the provisions of the agreement have been laid before it in writing and have been confirmed both by the owner of the fishing vessel or his authorized representative and by the fisherman.

4. National law shall make adequate provision to ensure that the fisherman has understood the agreement.

5. The agreement shall not contain anything which is contrary to the provisions of national law.

6. National law shall prescribe such further formalities and safeguards in respect of the completion of the agreement as may be considered necessary for the protection of the interests of the owner of the fishing vessel and of the fisherman.

Article 4

1. Adequate measures shall be taken in accordance with national law for ensuring that the agreement shall not contain any stipulation by which the parties purport to contract in advance to depart from the ordinary rules as to jurisdiction over the agreement.

2. This Article shall not be interpreted as excluding a reference to arbitration.

Article 5

A record of employment shall be maintained for every fisherman by or in a manner prescribed by the competent authority. At the end of each voyage or venture a record of service in regard to that voyage or venture shall be available to the fisherman concerned or entered in his service book.

Article 6

1. The agreement may be made either for a definite period or for a voyage or, if permitted by national law, for an indefinite period.

2. The agreement shall state clearly the respective rights and obligations of each of the parties.

3. It shall contain the following particulars, except in so far as the inclusion of one or more of them is rendered unnecessary by the fact that the matter is regulated in another manner by national laws or regulations:

- (a) the surname and other names of the fisherman, the date of his birth or his age, and his birthplace;
- (b) the place at which and date on which the agreement was completed;
- (c) the name of the fishing vessel or vessels on board which the fisherman undertakes to serve;
- (d) the voyage or voyages to be undertaken, if this can be determined at the time of making the agreement;
- (e) the capacity in which the fisherman is to be employed;
- (f) if possible, the place at which and date on which the fisherman is required to report on board for service;
- (g) the scale of provisions to be supplied to the fisherman, unless some alternative system is provided for by national law;
- (h) the amount of his wages, or the amount of his share and the method of calculating such share if he is to be remunerated on a share basis, or the amount of his wage and share and the method of calculating the latter if he is to be remunerated on a combined basis, and any agreed minimum wage;
- (i) the termination of the agreement and the conditions thereof, that is to say—
 - (i) if the agreement has been made for a definite period, the date fixed for its expiry;
 - (ii) if the agreement has been made for a voyage, the port of destination and the time which has to expire after arrival before the fisherman shall be discharged;
 - (iii) if the agreement has been made for an indefinite period, the conditions which shall entitle either party to rescind it, as well as the required period of notice for rescission: Provided that such period shall not be less for the owner of the fishing vessel than for the fisherman;
- (j) any other particulars which national law may require.

Article 7

If national law provides that a list of crew shall be carried on board the agreement shall either be recorded in or annexed to the list of crew.

Article 8

In order that the fisherman may satisfy himself as to the nature and extent of his rights and obligations the competent authority shall lay down the measures to be taken to enable clear information to be obtained on board as to the conditions of employment.

Article 9

An agreement entered into for a voyage, for a definite period, or for an indefinite period, shall be duly terminated by—

- (a) mutual consent of the parties;
- (b) death of the fisherman;
- (c) loss or total unseaworthiness of the fishing vessel;
- (d) any other cause that may be provided for in national law.

Article 10

National law, collective agreements or individual agreements shall determine the circumstances in which the owner or skipper may immediately discharge a fisherman.

Article 11

National law, collective agreements or individual agreements shall also determine the circumstances in which the fisherman may demand his immediate discharge.

Article 12

Except as otherwise provided therein, effect may be given to the provisions of this Convention by national law or by collective agreements.

Article 13

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 14

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 15

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 16

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 17

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 18

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 19

1. Should the Conference adopt a new Convention revising this Convention in whole or

in part, then, unless the new Convention otherwise provides,

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 15 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 20

The English and French versions of the text of this Convention are equally authoritative.

Text of Recommendation Concerning Occupational Health Services in Places of Employment

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-third Session on 3 June 1959, and

Having decided upon the adoption of certain proposals with regard to the organization of occupational health services in places of employment, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this nineteenth day of June of the year one thousand nine hundred and fifty-nine the following Recommendation, which may be cited as the Occupational Health Services Recommendation, 1959:

I. Definition

1. For the purpose of this Recommendation the expression "occupational health service" means a service established in or near a place of employment for the purposes of—

- (a) protecting the workers against any health hazard which may arise out of their work or the conditions in which it is carried on;
- (b) contributing towards the workers' physical and mental adjustment, in particular by the adaptation of the work to the workers and their assignment to jobs for which they are suited; and
- (c) contributing to the establishment and maintenance of the highest possible degree of physical and mental well-being of the workers.

II. Methods of Implementation

2. Having regard to the diversity of national circumstances and practices, occupational health services may be provided, as conditions require—

- (a) by virtue of laws or regulations;
- (b) by virtue of collective agreement or as otherwise agreed upon by the employers and workers concerned; or
- (c) in any other manner approved by the competent authority after consultation with employers' and workers' organizations.

III. Organization

3. Depending on the circumstances and the applicable standards, occupational health services—

- (a) should either be organized by the undertakings themselves or be attached to an outside body;
- (b) should be organized—
 - (i) as a separate service within a single undertaking; or
 - (ii) as a service common to a number of undertakings.

4. In order to extend occupational health facilities to all workers, occupational health services should be set up for industrial, non-industrial and agricultural undertakings and for public services: Provided that where occupational health services cannot immediately be set up for all undertakings, such services should be established in the first instance—

- (a) for undertakings where the health risks appear greatest;
- (b) for undertakings where the workers are exposed to special health hazards;
- (c) for undertakings which employ more than a prescribed minimum number of workers.

5. Where the organization of an occupational health service, as defined in this Recommendation, is not for the time being practicable for geographical or other reasons defined by national laws or regulations, the undertaking should make arrangements with a physician or a local medical service for—

- (a) administering emergency treatment;
- (b) carrying out medical examinations prescribed by national laws or regulations; and
- (c) exercising surveillance over hygiene conditions in the undertaking.

IV. Functions

6. The role of occupational health services should be essentially preventive.

7. Occupational health services should not be required to verify the justification of absence on grounds of sickness; they should not be precluded from ascertaining the conditions

which may have led to a worker's absence on sick leave and obtaining information about the progress of the worker's illness, so that they will be better able to evaluate their preventive program, discover occupational hazards, and recommend the suitable placement of workers for rehabilitation purposes.

8. The functions of occupational health services should be progressively developed, in accordance with the circumstances and having regard to the extent to which one or more of these functions are adequately discharged in accordance with national law or practice by other appropriate services, so that they will include in particular the following:

- (a) surveillance within the undertakings of all factors which may effect the health of the workers and advice in this respect to management and to workers or their representatives in the undertaking;
- (b) job analysis or participation therein in the light of hygienic, physiological and psychological considerations and advice to management and workers on the best possible adaptation of the job to the worker having regard to these considerations;
- (c) participation, with the other appropriate departments and bodies in the undertaking, in the prevention of accidents and occupational diseases and in the supervision of personal protective equipment and of its use, and advice to management and workers in this respect;
- (d) surveillance of the hygiene of sanitary installations and all other facilities for the welfare of the workers of the undertaking, such as kitchens, canteens, day nurseries and rest homes and, as necessary, surveillance of any dietetic arrangements made for the workers;
- (e) pre-employment, periodic and special medical examinations—including, where necessary, biological and radiological examinations—prescribed by national laws or regulations, or by agreements between the parties or organizations concerned, or considered advisable for preventive purposes by the industrial physician; such examinations should ensure particular surveillance over certain classes of workers, such as women, young persons, workers exposed to special risks and handicapped persons;
- (f) surveillance of the adaptation of jobs to workers, in particular handicapped workers, in accordance with their physical abilities, participation in the rehabilitation and retraining of such workers and advice in this respect;
- (g) advice to management and workers on the occasion of the placing or reassignment of workers;
- (h) advice to individual workers at their request regarding any disorders that may occur or be aggravated in the course of work;
- (i) emergency treatment in case of accident or indisposition, and also, in certain circumstances and in agreement with those concerned (including the worker's own physician), ambulatory treatment of workers who have not been absent from work or who have returned after absence;
- (j) initial and regular subsequent training of first-aid personnel, and supervision and maintenance of first-aid equipment in co-operation, where appropriate, with other departments and bodies concerned;

(k) education of the personnel of the undertaking in health and hygiene;

(l) compilation and periodic review of statistics concerning health conditions in the undertaking;

(m) research in occupational health or participation in such research in association with specialized services or institutions.

9. Where one or more of the functions enumerated in the preceding Paragraph are carried out, in accordance with national law or practice, by appropriate services other than occupational health services, these should provide the industrial physician with any relevant information he may wish to request.

10. Occupational health services should maintain close contact with the other departments and bodies in the undertaking concerned with questions of the workers' health, safety or welfare, and particularly the welfare department, the safety department, the personnel department, the trade union organs in the undertaking, safety and health committees and any other committee or any person in the undertaking dealing with health or welfare questions.

11. Occupational health services should also maintain relations with external services and bodies dealing with questions of the health, safety, retraining, rehabilitation, reassignment and welfare of the workers.

12. (1) Occupational health services should begin a confidential personal medical file at the time of a worker's pre-employment examination or first visit to the service and should keep the file up to date at each succeeding examination or visit.

(2) Occupational health services should maintain appropriate records, so that they can provide any necessary information concerning the work of the service and the general state of health of the workers, subject to the provisions of Paragraph 21.

V. Personnel and Equipment

13. Every occupational health service should be placed under the direction of a physician who will be directly responsible for the working of the service either to the management or to the body to which the service is subordinated.

14. The physicians in occupational health services should not have under their care a greater number of workers than they can adequately supervise, due account being taken of the particular problems that may be associated with the type and nature of the industry concerned.

15. The physicians in occupational health services should enjoy full professional and moral independence of both the employer and the workers. In order to safeguard this independence national laws or regulations, or agreements between the parties or organizations concerned, should lay down the terms and conditions of employment of industrial physicians and, in particular, the conditions concerning their appointment and the termination of their employment.

16. The physician in charge of an occupational health service should have received, as far as possible, special training in occupational health, or at least should be familiar with industrial hygiene, special emergency treatment and occupational pathology, as well as with the laws and regulations governing the various duties of the service. The physician should be given the opportunity to improve his knowledge in these fields.

17. The nursing staff attached to occupational health services should possess qualifications according to the standards prescribed by the competent body.

18. The first-aid personnel should—

- (a) consist exclusively of suitably qualified persons; and
- (b) be readily available during working hours.

19. The premises and equipment of occupational health services should conform to the standards prescribed by the competent body.

VI. Necessary Conditions for Performance of Functions

20. In order that they may efficiently perform their functions, occupational health services should—

- (a) have free access to all work places and to the ancillary installations of the undertaking;
- (b) inspect the work places at appropriate intervals in co-operation, where necessary, with other services of the undertaking;
- (c) have access to information concerning the processes, performance standards and substances used or the use of which is contemplated;
- (d) be authorized to undertake, or to request that approved technical bodies undertake—
 - (i) surveys and investigations on potential occupational health hazards, for example by the sampling and analysis of the atmosphere of work places, of the products and substances used, or of any other material suspected of being harmful;

(ii) the assessment of harmful physical agents

- (e) be authorized to request the competent authorities to ensure compliance with occupational health and safety standards.

21. All persons attached to occupational health services should be required to observe professional secrecy as regards both medical and technical information which may come to their knowledge in the exercise of the functions and activities enumerated above, subject to such exceptions as may be provided by national laws or regulations.

VII. General Provisions

22. All workers and their organizations should co-operate fully in attaining the objectives of occupational health services.

23. The services provided by occupational health services in pursuance of this Recommendation should not involve the workers in any expense.

24. Where national laws or regulations do not provide otherwise, and in the absence of agreement between the parties concerned the expense of the organization and operation of occupational health services should be borne by the employer.

25. National laws or regulations should specify the authority responsible for supervising the organization and operation of occupational health services. They may, in appropriate cases, confer on recognized technical bodies the role of advisers in this field.

Canada Ratifies Convention on Abolition of Forced Labour

The International Labour Office on July 15 registered the ratification by Canada of the Abolition of Forced Labour Convention of 1957 (No. 105). This ratification brings to 19 the number of International Labour Conventions ratified by Canada.

Under the terms of the Convention, ratifying countries undertake to suppress and not to make use of any form of forced labour as:

—a means of political coercion or education or as a punishment for holding or expressing political views or views ideologically opposed to the established political, social or economic system;

—a method of mobilizing and using labour for purposes of economic development;

—a means of labour discipline;

—a punishment for having participated in strikes;

—a means of racial, social, national or religious discrimination.

This Convention, adopted only two years ago by the International Labour Conference, has already been ratified by 27 countries. The text was published in the August 1957 Labour Gazette, page 962.

142nd Session on ILO Governing Body

Ernst Michanek of Sweden, Secretary of State in the Ministry of Social Affairs, Labour and Housing in his country, was elected chairman of the Governing Body of the International Labour Organization at the Body's 142nd Session, held after the closing of the 43rd International Labour Conference.

Mr. Michanek, who will serve for a period of one year, replaces Julio Barboza-Carneiro, Ambassador of Brazil. Sir Alfred Roberts of Great Britain was re-elected chairman of the workers' group, and Pierre Waline of France, chairman of the employers' group.

(Continued on page 838)

TEAMWORK in INDUSTRY

Labour-management teamwork at Plant 31A of the American Can Company of Canada in Montreal has triumphed again. For the third year in a row, the plant's 600 employees have added another 1,000,000 man-hours to an already enviable safety record.

At a recent plant safety rally, held to celebrate crossing the 3,000,000-hour mark without a disabling injury, representatives from the Labour-Management Co-operation Service of the Department of Labour joined company executives, union officers and safety association representatives to congratulate management and employees on their outstanding achievement.

The personnel of Plant 31A have established a world record among the 65 branches of the American Can Company scattered throughout Canada, the United States and other countries. (Their closest competitor, a plant located in Los Angeles, California, managed to reach 2,680,000 man-hours before an accident occurred.)

By May 21, the Montreal plant had pushed its safety record to 3,600,000 hours. Asked how he felt about the possibility of this record's climbing even higher, Stanley Jacob, Supervisor of Personnel, said confidently: "We will reach 4,000,000 hours by the end of the year."

Receiving awards on behalf of the employees were O. H. Richard, President of the Can Workers' Union (CLC), and Lionel Cormier, chief steward, Amalgamated Lithographers of America.

The impressive drop in the accident frequency rate at the Winnipeg division of Labatt's (Manitoba) Brewery Limited since 1955 is the result of an intensive safety program headed by members of the Labour-Management Safety Committee, according to W. A. Bridger, Personnel Manager.

In 1955 the plant's accident frequency rate reached a peak of 39.92. By the end of 1958 it had declined to 9.36.

"Our campaign started back in the dark days of that 39.92 accident frequency rate," said Mr. Bridger. "We got together and did a great deal of serious thinking about safety. We formed a Safety Committee, held our first meeting on May 31, 1955, planned our program and put it into action. As for its effectiveness, nothing can speak louder than the results we obtained."

The bargaining agent for employees at Labatt's, the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (CLC), fully supports management in the joint drive to promote safety throughout the plant.

* * *

The lowest accident rate in the nine-year history of the B.C. Forest Industries' Safety Week campaigns was recorded during this year's May 4th to 9th drive, according to Robert F. Whiskin, Safety Week Chairman.

Sponsors of the campaign, the Joint Forest Products Safety Committee of Vancouver, report that only 22 accidents occurred, compared with a weekly average last year of 42.

Commenting on the example being set by the forest industry of British Columbia, Joe Morris, President, District 1, International Woodworkers of America, said: "This is an achievement in which we may justly take pride, not because we engage in competition with others, but because we know that by these efforts we have shielded many of our homes from grim tragedy."

* * *

Organized by the Calgary Parks Department's Labour-Management Production Committee, a mammoth jamboree was held recently to mark the completion of a safety campaign in which the Department's roughly 250 employees amassed a total of 302,818 working hours without a lost-time accident. The contest ran from May 1 to October 31, 1958, and was so successful that only one crew in the whole Department suffered a lost-time injury during the period.

Top award—a trophy and gold certificate—went to employees of the Department's construction division for their total of 106,637 hours without a lost-time injury. Stanley H. Daines, division head, accepted the prize from A. Munro, Parks Superintendent.

LMPCs are also operating in Calgary's transit system and traffic engineering departments, and Employee-Management Committees in the electric light and garage departments—convincing evidence of the emphasis placed on joint consultation by the city's management and employees.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during June. The Board issued six certificates designating bargaining agents, ordered two representation votes and rejected three applications for certification. During the month the Board received seven applications for certification and one application for provision for the final settlement of differences concerning the meaning or violation of a collective agreement.

Applications for Certification Granted

1. Saskatchewan Wheat Pool Employees' Association, on behalf of a unit of employees of the Saskatchewan Wheat Pool employed in operating the elevator at its Vegetable Oil Division in Saskatoon, Sask. (L.G., April, p. 388).

2. International Longshoremen's and Warehousemen's Union, Local 512, on behalf of a unit of longshoremen employed by the Canadian Stevedoring Company Limited on or about the Centennial Pier, Vancouver (L.G., May, p. 474).

3. General Drivers Local Union 989 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Atomic Energy of Canada Limited, employed in its plant laundry at Chalk River and in its town hospital laundry at Deep River (L.G., July, p. 717).

4. Canadian Airlines Link Instructors Association, on behalf of a unit of link trainer instructors employed by Trans-Canada Air Lines at Montreal, Toronto, Winnipeg and Vancouver (L.G., June, p. 611).

5. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, on behalf of a unit of clerical employees of the British Overseas Airways Corporation employed in the metropolitan district of Toronto (L.G., June, p. 612).

6. United Steelworkers of America, on behalf of a unit of office and technical employees of Pronto Uranium Mines Lim-

ited employed at the company's mine properties in the District of Algoma, Ont. (L.G., July, p. 718).

Representation Votes Ordered

1. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Foundation Maritime Limited, Halifax, N.S., respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., May, p. 474). The Board directed that only the name of the applicant be on the ballot. The vote affected a unit of unlicensed employees employed aboard tugs owned and operated by the company (Returning Officer: D. T. Cochrane) (*see also* applications rejected, below).

2. Canadian Brotherhood of Railway, Transport and General Workers, applicant, The St. Lawrence Seaway Authority, respondent, Dominion Canals Employees' Association, intervener, and Seafarers' International Union of North America, Canadian District, intervener (L.G., June, p. 611). The Board directed that only the name of the applicant be on the ballot. The vote affected a system-wide unit of operating and maintenance employees of the respondent (Returning Officer: B. H. Hardie) (*see also* application rejected, below).

Applications for Certification Rejected

1. United Steelworkers of America, applicant, Canadian Dyno Mines Limited, Bancroft, Ont., respondent, and Canadian Dyno Employees' Association, intervener (L.G., May, p. 472). The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

2. Seafarers' International Union of North America, Canadian District, applicant, Foundation Maritime Limited, Halifax, N.S., respondent, and Canadian Brotherhood of Railway, Transport and General Workers, intervener (unlicensed personnel) (L.G., July, p. 719). The application was rejected for the reason that it was not supported by a majority of the employees in the unit of sea-going personnel found appropriate by the Board (*see also* representation votes ordered, above).

3. Dominion Canals Employees' Association and Seafarers' International Union of North America, Canadian District, joint applicants, The St. Lawrence Seaway Authority, respondent, and Canadian Brotherhood of Railway, Transport and General Workers, intervener (L.G., July, p. 719). The application was rejected for the reason that the applicants did not have a majority of members in good standing in the unit determined by the Board as appropriate for

collective bargaining (*see also* representation votes ordered, above).

Applications for Certification Received

1. United Steelworkers of America, on behalf of a unit of production employees of Consolidated Denison Mines Limited, Spragge, Ont. (Investigating Officer: A. B. Whitfield).

2. United Steelworkers of America, on behalf of a unit of longshoremen employed by H. J. O'Connell Limited at Port Cartier, Que. (Investigating Officer: C. E. Poirier).

3. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local Union 880, on behalf of a unit of truck drivers employed by J. Sherman & Sons, Kingsville and Leamington, Ont. (Investigating Officer: T. B. McRae).

4. National Association of Marine Engineers of Canada, on behalf of a unit of marine engineers employed by Shell Canadian Tankers, Limited, aboard the MV

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; four officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Tyee Shell operating on the West Coast (Investigating Officer: G. R. Currie).

5. International Association of Bridge, Structural and Ornamental Iron Workers, Local Union No. 720, on behalf of a unit of structural steel erectors and fabricators employed by the Dominion Bridge Company Limited at Inuvik and other locations in the Northwest Territories (Investigating Officer: D. A. MacKenzie).

6. International Union of Operating Engineers, Local 796, on behalf of a unit of hoistmen employed by Consolidated Denison Mines Limited, Spragge, Ont. (Investigating Officer: A. B. Whitfield).

7. Brotherhood of Locomotive Firemen and Enginemen, on behalf of a system-wide unit of locomotive engineers employed by the Canadian Pacific Railway Company, including the Quebec Central Railway Company (Investigating Officers: B. H. Hardie and G. A. Lane).

Application under Section 19 of Act Received

Application for a provision for the final settlement of differences concerning the meaning or violation of the collective agreement affecting the Canadian National Railway Police Association, applicant, and the Canadian National Railways, respondent.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During June, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Radio Station CKVL Limited, Verdun, Que., and National Association of Broadcast Employees and Technicians, Region No. 6 (Conciliation Officer: Rémi Duquette).

2. M. Rawlinson Limited, Toronto, and Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

3. Eldorado Mining and Refining Limited, Port Hope, and Local 13173, Region 77, District 50, United Mine Workers of America (Conciliation Officer: F. J. Ainsborough).

4. Commercial Cable Company Limited, SS *John B. Mackay*, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: Rémi Duquette).

5. Trans-Canada Air Lines, Montreal, and International Association of Machinists, Lodges 714 and 1751 (Conciliation Officer: Rémi Duquette).

6. Consolidated Denison Mines Limited, Spragge, Ont., and United Steelworkers of America, Local 5815 (office and technical employees) (Conciliation Officer: F. J. Ainsborough).

7. Northspan Uranium Mines Limited, Elliot Lake, and United Steelworkers of America, Local 5816 (office and technical employees) (Conciliation Officer: F. J. Ainsborough).

8. Canadian Stevedoring Company Limited, Vancouver, and International Longshoremen's and Warehousemen's Union, Local 512 (Conciliation Officer: G. R. Currie).

9. Dominion Steel and Coal Corporation Limited (Dominion Shipping Division) and Seafarers' International Union of North America, Canadian District (Conciliation Officer: Rémi Duquette).

10. The Ogilvie Flour Mills Co. Limited, Medicine Hat, and Local 511, United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn).

11. Maple Leaf Milling Co. Ltd., Medicine Hat, and Local 511, United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn).

12. Sabre Freight Lines Limited (Burnaby, B.C., Terminal) and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605 (Conciliation Officer: G. R. Currie).

13. Radio Station CHRC Limited, Quebec, and National Association of Broadcast Employees and Technicians, Region No. 6 (Conciliation Officer: Rémi Duquette).

14. The Ogilvie Flour Mills Co. Limited, Edmonton, and Local 396, United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn).

Settlements Reported by Conciliation Officers

1. Northern Transportation Company Limited, Edmonton, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: D. S. Tysoe) (L.G., July, p. 720).

2. J. C. Malone and Company Limited, Three Rivers Shipping Company Limited, and International Longshoremen's Association, Local 1846 (Conciliation Officer: Rémi Duquette) (L.G., July, p. 720).

3. Poole Construction Company Limited, Whitehorse, Y.T., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. S. Tysoe) (L.G., July, p. 720).

4. Eldorado Mining and Refining Limited (Metallurgical Research Laboratories) Ottawa, and Civil Service Association of Canada (Conciliation Officer: T. B. McRae) (L.G., July, p. 720).

5. National Harbours Board, Port Colborne, and Local 1015, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: F. J. Ainsborough) (L.G., June, p. 613).

6. Canadian National Railways (Port of North Sydney) and International Longshoremen's Association, Local 1259 (Conciliation Officer: H. R. Pettigrove) (L.G., June, p. 613).

7. Boyles Bros. (Drilling) Alta. Limited, and Western District Diamond Driller's Union, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 613).

Dispute Lapsed

Superior Cartage (Lakehead) Limited and Local 90, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn) (L.G., Oct. 1958, p. 1141).

Conciliation Officer's Appointment Terminated

Lee's Transport Limited, Vancouver, and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union Local 605 (Conciliation Officer: G. R. Currie) (L.G., July, p. 720). Appointment of conciliation officer terminated because the company's operations were not within federal jurisdiction.

Conciliation Board Appointed

H. W. Bacon Limited, Toronto, and Warehousemen and Miscellaneous Drivers'

Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., May, p. 476).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in April to deal with a dispute between Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Navigators' Association (L.G., June, p. 613) was fully constituted in June with the appointment of W. E. Philpott, Vancouver, as Chairman. Mr. Philpott was appointed by the Minister in the absence of a joint recommendation from the other two members, C. George Robson and John N. Lyon, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

Board Report Received during Month

Can-Met Explorations Limited, Spragge, Ont., and Quirke Lake-Can-Met Office Workers' Union, Local 1575, Canadian Labour Congress (L.G., March, p. 273). The text of the report is reproduced below.

Settlement Reached following Board Procedure

Can-Met Explorations Limited, Spragge, Ont., and Quirke Lake-Can-Met Office Workers' Union, Local 1575, Canadian Labour Congress (*see above*).

Settlement after Strike after Board Report

Polymer Corporation Limited, Sarnia, and Oil, Chemical and Atomic Workers International Union, Local 16-14 (L.G., July, p. 721). Eric G. Taylor, Toronto, appointed Special Industrial Inquiry Commission on May 15. Settlement reached June 29.

Strike Following Conciliation Board Procedure

Northland Navigation Company Limited, Vancouver, and National Association of Marine Engineers of Canada, Inc. (L.G., July, p. 721). Stoppage of work occurred June 26.

Report of Board in Dispute between

Can-Met Explorations Limited, Spragge, Ontario
and

Quirke Lake — Can-Met Office Workers' Union,
Local 1575, Canadian Labour Congress

Your Board of Conciliation, consisting of George Ferguson, QC, company nominee, and William Black, union nominee, with His Honour Judge J. C. Anderson, as chairman, was appointed on or about January 29, 1959 and met with the parties in Toronto on February 19, 1959, and heard their full submissions with respect to the issues in dispute. The issues in dispute were as follows:

1. "Between" Clause.
2. Union Security.
3. Stewards' Lost Time.
4. Grievance Procedure.
5. Decision of Arbitration Board.
6. Discharge Procedure.
7. Reinstatement.
8. Leave of Absence with Pay.
9. Maternity Leave.
10. Safety and Health.
11. Bulletin Boards.
12. Handicapped Employees.
13. Severance Allowance.
14. Hours of Work.
15. Overtime.
16. Call out pay.
17. Statutory Holidays.
18. Vacations.
19. Sick Pay.
20. Cost of Living Camp Subsidy.
21. Salaries.
22. Duration of Agreement.

The company was represented before the Board by R. D. Lindberg, mine manager; Peter Fancy, personnel manager; J. E. Houck and D. E. Houck, as consultants.

The union was represented before the Board by Lyle Scott, president, Local 1575; Reg. Louthood, vice-president, Local 1575; Malcolm Winch, secretary-treasurer, Local

1575; Fidele Aresenault, member of the Negotiating Committee; Don Taylor, international representative and Harry Waisglass, Research Department, United Steelworkers of America.

After the Board heard the full submissions of the parties with respect to the issues in dispute, there were conferences jointly with the parties and separately with the parties in an endeavour to conciliate the issues.

After the conclusion of the hearings, the chairman made a first draft of a report, but since this is a first agreement, it was felt that there were many matters that the parties should bargain out themselves in direct negotiations. And the parties themselves after the hearings of the Board had a series of meetings in direct negotiations and as a result thereof have arrived at a collective agreement settling all matters in dispute.

Dated at Belleville, this 25th day of June, 1959.

(Sgd.) J. C. ANDERSON,
Chairman.

(Sgd.) GEORGE FERGUSON,
Member.

(Sgd.) WM. H. BLACK,
Member.

During June, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Quirke Lake-Can-Met Office Workers' Union, Local 1575, Canadian Labour Congress, and Can-Met Explorations Limited, Spragge, Ont.

The Board was under the chairmanship of His Honour Judge J. C. Anderson, Belleville, who was appointed by the Minister on the joint recommendation of the other two members, George Ferguson, QC and William H. Black, both of Toronto, nominees of the company and union respectively.

The text of the report is reproduced here.

LABOUR LAW

Legal Decision Affecting Labour

Lacking jurisdiction, Manitoba County Court dismisses claim for overtime wages

On June 2, 1959, Judge Molloy of the Manitoba County Court dismissed a claim for overtime wages because of lack of jurisdiction.

Cyluck, the plaintiff, claimed from Canada Dry Limited overtime wages for the period from August 6 to November 2, 1957.

Counsel for both parties agreed that, during the period in question, Cyluck had worked 238 overtime hours and that the sum of \$440 was due to him for this overtime work, if he was entitled to recover anything.

The Manitoba Employment Standards Act in Section 27 provides for overtime rates for a male employee working more than eight hours in a day or 48 hours in a week. Section 14 (1) provides that a person contravening the provisions of the Act is liable, on summary conviction, to a fine or imprisonment or to both. Section 16 (2) provides that if an employer fails to pay wages found to be due, the magistrate may issue a warrant to levy the amount of the wages and costs by seizure and sale of the goods and chattels of the employer. In such situation the Wages Recovery Act applies as in the case of a warrant of distress issued under that Act.

The company contended that these sections provided an exclusive remedy for enforcement of obligations arising under

Section 27 and therefore the court in question had no jurisdiction to entertain the action.

In deciding the point, Judge Molloy applied the rule that when a statute creates a new obligation not previously existing at common law and a special remedy is provided, such obligations, as a general rule, can be enforced in no other manner, even though this may involve ousting the jurisdiction of a court of law. Overtime wages is a new obligation created by statute, and the statute provides a particular mode of enforcing the obligation. That being so, the claim could be enforced only by the mode set out in Section 16 (2), by issuance of a magistrate's warrant after a conviction.

Since summary conviction charges must be laid within six months, the plaintiff could not recover his overtime wages in the way provided in the Act due to the lapse of time. The judge noted that an amendment in 1958 added Section 24A to the Employment Standards Act. This section has the effect of preserving the usual civil remedies for recovery of wages due to employees under the minimum wage part of the Act. However, no similar section was enacted with reference to recovery of overtime wages. *Cyluck v. Canada Dry Limited*, (1959) 28 WWR, Part 10, p. 478.

Recent Regulations under Provincial Legislation

Comprehensive safety code for pipeline construction issued in Alberta. Order under Sask. Hours of Work Act sets 12-hour day for highway construction workers

Safety regulations governing the construction of pipelines have been issued by the Alberta Workmen's Compensation Board. These constitute a comprehensive safety code for all operations involved in laying a pipeline.

In Saskatchewan, an order was issued under the Hours of Work Act setting a 12-hour daily limit on hours of highway construction workers.

Alberta Workmen's Compensation Act

New safety regulations governing the construction of pipelines, issued under the Workmen's Compensation Act, were gazetted

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

as Alberta Regulation 174/59 on May 30, 1959, and came into effect on July 1, 1959. They apply to all employers and workmen concerned with pipeline construction, including the moving, operation and maintenance of equipment used on such projects.

The regulations prescribe specific rules to reduce the hazards peculiar to the various operations involved in pipeline construction. These operations include the transportation of the workmen, materials and equipment; preparation of the right of way; "pipe stringing"; digging the trench; laying the pipe; cleaning, priming, "doping" and wrapping the pipe; lowering it into the ditch, and filling in the ditch. Safety rules are also prescribed for special operations such as boring a passage for the pipe and river crossing, and for yard work on pipe, maintenance and repair of equipment, testing and other matters.

Transportation of Workmen, Materials and Equipment

The regulations provide that vehicles for transporting men must have adequate seating, and that men must not sit on the floor with their legs over the side of the vehicle.

Such vehicles must be equipped with adequate tool racks, and must not transport dangerous equipment within the body of the vehicle, or inflammable material within the crew compartment.

Workmen are forbidden to ride on improper locations on vehicles, to board or leave vehicles in motion, or on a trestle or a bridge, and the vehicles must pull to the side of the road when men are being picked up or unloaded.

A further provision requires that measures must be taken to prevent injury to the feet of workmen riding on sleigh bunks. When it is necessary to transport men by water, suitable boats and life-saving equipment and fire extinguishing equipment must be provided, and the boats must not be overloaded.

The regulations also contain a general requirement that powered mobile equipment must be in good condition and be provided with a suitable warning device, and lights if operated at night.

These provisions are similar to the rules governing transportation of workers in the General Accident Prevention Regulations issued by the British Columbia Workmen's Compensation Board.

The regulations also provide that trucks are to be inspected daily by the driver, are not to be operated over maximum capacity or carry more passengers than allowed by provincial regulations, and that loads must

be secure. No person is allowed on the bed of a truck during winching operations.

Preparation of Right-of-Way

With respect to clearing, grading and grubbing of the right-of-way, the regulations set out conditions applicable to falling of trees and bucking of logs, provide that "DANGER—POWER LINES" signs must be placed 100 feet on each side of power lines before clearing commences, require that safety hats must be worn by workmen, and specify rules for bulldozer operations.

Pipe Stringing

When the pipe is being assembled, loads of skids or pipe being hauled must be securely fastened. The use of defective skids is forbidden. Slings, hooks, cables and tail ropes must be inspected daily by the operator and repaired or replaced, if defective. Safety hats must be worn by men handling tag lines.

Ditching Operations

The regulations outline requirements with respect to the maintenance and repair of ditching machines, and provide that machine guards must be used.

They also require that all underground cables, conduits, gas lines, oil lines or water mains must be accurately located and marked before ditching operations are started.

The ditching machine operator must always know where his helper is, and must not leave the controls of his machine unless the main transmission and digging wheel are out of gear and the travelling brakes set. Climbing about a ditching machine is prohibited when the machine is in motion, and the manual cleaning of buckets is forbidden when the digging wheel is in operation.

Requirements are also outlined in connection with the maintenance and repair of dragline and backhoe machines and their operation.

The swamper is required to stand clear of the cab and bucket of such machines, and the operator must always know where the swamper is. Only the operator or other authorized person may be in the cab while the machine is in operation. The operator may not leave the cab unless the bucket is lowered to the ground and the cab and brakes are locked. The boom must be lowered to the ground or to blocks when the equipment is not in use. Wire rope connections must be of an approved type, and the operator must inspect both them and the lines daily.

Also with respect to dragline and backhoe operations, no boom or mobile equipment may come within 10 feet of any power line, except at the direction of a qualified lineman, or if the maximum reach of the boom does not extend to within six feet of the power line.

The Trench Construction and Repair Safety Regulations of the Board apply to ditching operations, but it is not necessary to shore that portion of a trench in which ditching, pipe laying and backfilling are done without the entry of workmen into the trench at that point.

Pipe Laying

Several provisions dealing with pipe laying set out safety requirements with respect to tractor operations, welding, placing of skids, and inspection.

The regulations provide that no person may ride a tractor except in the seats, and no workman may hold on to the rigging or machine while the machine is in motion. When a tractor is stopped and the operator must dismount, the unit must be made inoperative, and the dozer blades rest on blocking or on the ground.

Pipe must not be picked up or lowered while a workman is between the tractor and the pipe, and it must not be moved, carried or swung over workmen. Workmen must stand clear of booms when loads are being raised or lowered, and the tractor operator must ensure that workmen are in the clear.

The regulations also require that, when winch cables are guided onto drums, bars or sticks must be used. Wire rope connections must be of an approved type and, together with lines, sideboom pins and sheave blocks, inspected daily by the operator.

Sidebooms and blades must be lowered to the ground or to skids during non-working hours. Sidebooms may not move along the right-of-way with the load line less than seven feet from the ground or with the boom more than 30 degrees from the vertical position.

A tractor operator must not leave the controls while the machine is holding a pipe more than six inches above the ground.

It is specified that the Board's Welding Safety Regulations apply in connection with pipe laying. A welder may wear a one-piece light weight helmet if he does not do his own chipping and cleaning. Flash goggles must be supplied to and worn by helpers. Likewise, buffing and cleaning machine operators must be provided with and wear adequate eye protection.

Lock skids must be used if there is danger of a pipe shifting.

If X-ray or gamma ray equipment is used in testing, any safety regulations made under any relevant Alberta act will apply.

Cleaning, Priming, Doping and Wrapping

The regulations require that workmen who charge dope kettles must be supplied with and wear suitable eye protection and gloves.

Burners on dope kettles must be cleaned and inspected regularly. Foremen are required to instruct workmen in the operation of dope kettles and warn them about "flash backs". Dope kettles must have downward flow outlets, and shut-off valves must be positive. Dope buckets must be kept in good condition.

If fumes from dope kettles irritate the skin unduly, suitable skin protection must be provided and used. Workmen who handle or work around hot dope or primer are required to wear boots with the trouser legs on the outside and have sleeves extending over the top of their gloves.

Lowering of Pipe into Ditch

The person in charge is solely responsible for the direction of all phases of the pipe lowering operation. Workmen are forbidden to be in specified dangerous locations. Provision is made for the securing of belt slings, boom lines, travelling blocks and clamps, and the position of load lines and the boom, when the tractor is in motion.

Back Filling

Back filling must not be begun nor may a truck approach the ditch or dump the load unless workmen are in the clear. The operator of a machine used for back filling must always keep his swamper in sight.

Special Operations

Where boring and punching is undertaken, the new provisions specify that underground cables and pipe lines must be located before starting operations; Shoring and Trenching Regulations apply; and signs must clearly mark the approaches to the job. With respect to equipment, chain sprockets and V-belt drives have to be guarded; no toxic gases from internal combustion engines are allowed to accumulate near a trench unless workmen are provided with approved breathing apparatus; and equipment must be secured to prevent its falling into the excavation.

In yard operations involving coating and wrapping of pipe, revolving shafting, belt drives and certain other equipment seven

feet or less from the ground or working platform have to be guarded. Workmen employed in the pipe and dope yard must be supplied with and wear gloves. Adequate pipe racks are required.

Under the heading "river crossing," the regulations outline provisions with respect to safety equipment required when workmen have to work more than 10 feet above ground or water, or from boats, rafts or dredges. These include safety belts and life-lines complying with certain specifications, and buoyancy devices. Specifications and safety requirements are also set out concerning rigging, rigging hooks, sheaves and drums.

Pigging and Testing

Safety requirements in connection with pigging (cleaning) and testing of pipe lines are outlined in the regulation. However, where it is necessary to deviate from these requirements for a specific operation, an employer may do so if one of his responsible officials issues a "Work Clearance Permit" giving reasons for and the extent of the departure from standard practice. Adequate safety precautions must be taken. This permit is to be issued in triplicate, with one copy to be sent immediately to the Workmen's Compensation Board, one copy to the head office of the employer, and one copy to be retained on the job site by the job supervisor.

The regulations require that pressure must be relieved from each end of the pipe line before pig catchers or test fittings are removed and that test fittings must be rated at least equal to the maximum test pressure.

With respect to the propelling of pigs by compressed air, safety requirements are set out for sealing the dispatching end of the line and for equipping the receiving end of the line with a pig catcher or trap. Air hoses, fittings and valves must be adequate and in good condition. Persons must be kept clear of pipe ends during a pig run. Pressure must be released through suitable valves before fittings of any kind are loosened or removed from the pipe line.

Safety rules are also set out in connection with low-pressure testing (100 p.s.i.) and high-pressure testing (over 100 p.s.i.) of pipe lines.

Other Safety Provisions

The regulations also deal with maintenance and repair of machinery and equipment, pipe bending, riding pipe, explosives, storage of pipe, double jointing of pipe and tie-in and cut-outs.

It is also specified that the Dominion Explosives Act and the Seismograph Safety Regulations of the Workmen's Compensation Board relating to the storage, handling, transportation and firing of explosives apply to pipeline operations.

Every employer is responsible for ensuring that his workmen comply with these regulations. With respect to personal protective equipment, the regulations state that "wherever the term shall provide, shall supply, shall make available, or some similar term is used with reference to personal protective equipment, it shall be considered as meaning that the employer shall have on the job for use by workmen the required items subject to such terms of security or deposit against breakage or damage other than ordinary wear and tear as the employer may determine unless the context of the regulation expressly directs otherwise."

Authority of Inspectors

Where an inspector observes the use of unsafe equipment, materials or tools, unsafe or improper use of tools or equipment, or unsafe working conditions not specifically covered by these regulations, he may issue an order requiring the employer or operator to make whatever changes, improvements or repairs are necessary to reduce the possibility of accidents.

British Columbia Hours of Work Act

The British Columbia Board of Industrial Relations has issued its annual exemption order permitting employees in the fresh fruit and vegetable industry to work beyond the eight-hours daily and 44-hour weekly limits prescribed by the Hours of Work Act for the period June 1 to November 30, 1959.

The order was gazetted on June 11 as B.C. Reg. 198/59.

Newfoundland Workmen's Compensation Act

Workmen employed by a railway company other than the CNR operating between Newfoundland and another province who reside in another province and are entitled to workmen's compensation under its laws are no longer covered by the collective liability section of the Newfoundland Workmen's Compensation Act in respect of accidents occurring in Newfoundland. In particular this means workmen who normally reside in one province, whose contracts of service were drawn up there but who spend the greater part of their working hours in Newfoundland.

The new regulation (16a), which was gazetted on June 23 to go into force on July 1, guards against any overlapping in coverage.

Saskatchewan Holidays with Pay Act

In Saskatchewan, employees of rural municipalities and persons employed by larger school units under the Larger School Units Act who work less than 10 days at any one time are no longer entitled to an allowance in lieu of a vacation on termination of employment, following an order under the Annual Holidays Act which went into force June 1.

These are the first casual employees to be exempted from this provision since the Act was amended in 1958 to delete the 30-day service requirement previously in effect.

Under the New Brunswick and British Columbia vacation acts, vacation credits are payable to employees regardless of the length of service. Manitoba, however, exempts all casual employees but construction workers but, elsewhere, except for construction workers in Nova Scotia, Quebec, Ontario and Alberta, employees have to meet certain service requirements before qualifying for benefits. The qualify-

ing period is 30 days under the federal act and three months in Nova Scotia. The Quebec order exempts persons who work less than three hours a day and the Alberta order, employees who are temporarily employed for eight hours a week or less, or for less than 30 days. In Ontario, workers who quit voluntarily are not entitled to vacation credits unless they have worked at least three months.

Saskatchewan Hours of Work Act

On order under the Saskatchewan Hours of Work Act prohibiting employers engaged in highway construction and maintenance from requiring or permitting employees to work more than 12 hours in any day except with a written authorization from the Minister of Labour was gazetted on June 26 to take effect July 6. Permits to work beyond the 12-hour limit will be issued only when normal operations have been seriously interrupted due to circumstances beyond the employer's control.

The new order, the first of its kind in Saskatchewan, was issued under authority of a 1958 amendment permitting the Lieutenant-Governor in Council to limit daily hours of work. Up to this time, the only limitation on hours was the requirement to pay an overtime rate.

IAPES Convention

(Continued from page 807)

Edwin F. Fultz, Little Rock, Ark., was elected Second Vice-President; Miss Kathryn Queen, Raleigh, N.C., was elected Secretary, succeeding Mrs. Ola M. Reeves, Juneau, Alaska; and William C. Kelley, Indianapolis, Ind., was re-elected Treasurer.

George E. Charron, London, Ont.; J. R. Deslauriers, Montreal; and Leslie Fraser,

Winnipeg, were elected to the Association's 16-member executive board. Miss Mabel McCrea, Winnipeg, served as credentials chairman for the election. All four Canadians are employees of the Unemployment Insurance Commission.

Washington, D.C., was picked as the site for the 1961 convention; the 1960 meeting will be held in Colorado Springs.

ILO Governing Body

(Continued from page 827)

In other business, the Governing Body accepted proposals presented by David A. Morse, Director-General of the ILO, for the establishment of an International Occupational Safety and Health Information Centre to be established by the ILO in co-operation with the International Social Security Association.

The Centre, to be located at ILO headquarters in Geneva, will co-operate with existing facilities in a wider and more com-

prehensive distribution and collection of information concerning occupational health and safety.

Among other matters, the Governing Body adopted reports which had been submitted to it by the Asian Advisory Committee, the Committee on Forced Labour, the Committee on Freedom of Association, and of the Technical Meeting of Problems of Improving Productivity in Certain Countries.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Claimants for unemployment insurance benefit at end of May, number of initial and renewal claims during month, estimate of beneficiaries, total payments and average weekly payment all lower than in April and in May 1958, statistics* show

Claimants† for unemployment insurance benefit numbered 279,400 on May 29; as the seasonal benefit period ended May 16, they were all claimants for regular benefit. On April 30 claimants totalled 610,800, comprising 382,400 on regular and 228,400 on seasonal benefit. At the end of May 1958, there were 551,100 claimants, 368,000 of whom were classed as regular and 183,100 seasonal.

The number of initial and renewal claims‡ for benefit in May was 134,400, compared with 206,900 in April and 165,100 in May 1958. Initial claims numbered 87,000, which number was 40 per cent lower than in April and 19 per cent lower than in May 1958. The sharp decline during May this year reflects the ending of the seasonal benefit period at the middle of the month.

(During the seasonal benefit period, an initial claim would be taken immediately on termination of a regular benefit period provided the claimant status was maintained. When seasonal benefits are not in effect, however, a claim would not be likely to be filed if it were clear from available records that the contribution requirements could not be fulfilled.)

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

‡All initial claims are computed first for regular benefit. Those which are found to be ineligible are then considered under seasonal benefit provisions. Consequently, the total of initial claims includes both those which are finally classed as regular and those which are classed as seasonal. The renewal claims total also includes both types of claims. Claimants who exhaust their regular benefit during the seasonal benefit period are not cut off from benefit. If they wish to be considered for further benefit, they must file a claim in the usual manner. When there are insufficient contribution weeks to establish another regular benefit period, seasonal benefit will be granted, but not more than once during the seasonal benefit period.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

Renewal claims in May numbered 47,400, a decline of 24 per cent from April and 19 per cent from May 1958.

Initial claims considered under the seasonal benefit provisions constituted 40 per cent of initial claims processed during May, compared with 54 per cent in April and 49 per cent in May 1958.

The average weekly estimate of beneficiaries was 485,800 for May, 640,200 for April and 582,800 for May 1958. Benefit payments amounted to \$40.4 million during May, \$60.0 million during April and \$51.7 million during May 1958.

The average weekly benefit payments was \$20.81 in May, \$21.29 in April and \$21.10 in May 1958.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for May show that insurance books or contribution cards have been issued to 3,205,417 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1959.

At May 31 employers registered numbered 317,854, an increase of 56 since April 30, 1959.

Enforcement Statistics

During May 1959 investigations conducted by enforcement officers across Canada numbered 6,479. Of these, 4,206 were spot checks of postal and counter claims to verify the fulfilment of statutory

conditions, and 147 were miscellaneous investigations. The remaining 2,126 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 164 cases, 27 against employers and 137 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,270.*

Unemployment Insurance Fund

Revenue in May totalled \$18,831,693.78 compared with \$14,581,844.02 in April and \$20,579,908.18 in May 1958. Benefits paid in May totalled \$40,446,281.55 compared with \$59,930,502.62 in April and \$51,626,650.72 in May 1958. The balance in the fund on May 31 was \$432,847,911.14; on April 30 it was \$454,462,498.91 and on May 31, 1958, \$662,056,156.77.

Decision of the Umpire under the Unemployment Insurance Act

Decision CUB-1630, May 8, 1959

Summary of the Main Facts:—The claimants interested in the present appeal lost their employment on September 23, 1958 in the following circumstances:

The collective agreement between the Toronto Builders Exchange, General Contractors' Section, and the Operative Plasterers and Cement Masons' International Union, Local 598, expired on May 1, 1958, as did also the contracts with the United Brotherhood of Carpenters and Joiners of America (carpenters and millwrights), District 27, the International Association of Bridge, Structural and Ornamental Iron Workers (Rodmen), Local 721, and the International Union of Hoisting Engineers, Local 793. Efforts to reach joint negotiations failed; individual negotiations continued but without success.

Intermittent stoppages of work during working hours were created by the cement masons' union on some projects several days prior to September 11, 1958, but other tradesmen on these projects continued to work.

On September 11, 1958, at 8:00 a.m., 450 cement masons went on strike. They placed pickets on eight major construction jobs on September 11 and 12, 1958, and all the tradesmen of various other classifications, such as bricklayers, stone masons, carpenters, etc., refused to cross the picket lines. The work stoppage was complete at the eight projects.

On September 15, 1958, at 8:00 a.m., the cement masons placed picket lines on five additional construction projects, and again they were honoured by all the tradesmen.

On September 19, 1958, the cement masons' union placed pickets on the Humber Sewage Disposal Plant at Mimico. This

picket line was honoured by the other tradesmen. Sporadic picketing developed on other and smaller projects between September 11 and 19, 1958.

The Toronto Builders Exchange, General Contractors' Section, then decided to shut down all projects under their jurisdiction in the Toronto zone, the shutdown to take effect at 8:00 a.m. on September 23, 1958. As confirmed in a letter written by the chairman of the labour relations committee of the Toronto Builders Exchange on October 1, 1958, the action in shutting down the remainder of the projects was taken as a result of the foregoing incidents. This letter reads: "In view of the collective action of unions conducting unlawful strikes it became necessary, as of September 22, 1958, to effect a shutdown of construction projects of General Contractor members of the Toronto Builders Exchange."

Commenting on this situation in answer to an enquiry as to whether instruction was given that tradesmen should not cross the cement masons' picket lines, the president of the Building and Construction Trades Council of Toronto and vicinity wrote on October 1, 1958, as follows:

A legal strike is in effect by Local 598, Cement Masons' Union. Picket lines have been set up in some instances where work is being done of a nature that comes within the jurisdiction of the above mentioned local and these picket lines were honoured by members of the Building Trades Union, as it is a principle of long standing to honour such picket lines and no individual instruction is required.

On Monday, September 22, 1958, the Toronto Builders Exchange introduced a lockout of their jobs. This is in direct violation of agreements in force and of this date, they are enforcing this lockout. The writer was present at the Royal York Hotel job this morning at 10:00 a.m. when all trades were ordered off by the General Contractor.

As a result of the shutdown practically all major construction within the area was brought to a standstill.

*These do not necessarily relate to the investigations conducted during this period.

It was at this time that the Toronto Builders Exchange announced that they would reopen their projects only when the four unions representing cement masons, carpenters (millwrights), rodmen and hoisting engineers, all of whose contracts had expired on May 1, 1958, and were in the process of negotiation, signed agreements. This was confirmed in a letter written by the chairman of the labour relations committee of the Toronto Builders Exchange to the business representative of the cement masons' union, Local 598, under date of September 29, 1958, which reads:

On Friday last, we met with a Conciliation Officer of the Department of Labour at the request of the Minister of Labour. Our position with respect to the current shutdown of construction was placed before the Conciliation Officer. Now we directly advise your union of this position.

1. The collective action of unions has forced us to decide that no work will commence until all the present disputes with the general trades union are settled.

2. We accept the unanimous report of the Conciliation Board, which dealt with our dispute with the Cement Masons' Union and we are prepared to incorporate the terms of this report in a new agreement only at such times when the remaining disputes with other unions are settled by memorandum of agreement.

3. To these ends we will bargain in good faith to conclude negotiations without delay. We first propose our meeting jointly with the Carpenters, Operating Engineers, Rodmen and Cement Masons Unions to conduct joint or simultaneous negotiations.

We trust you will act to enable an early settlement of all issues now in dispute with your union.

The insurance officer found that a labour dispute existed between the Toronto Builders Exchange and the employees represented by the cement masons', carpenters', rodmen's and hoisting engineers' unions since their respective bargaining agreements expired on May 1, 1958, that such dispute was the direct cause of an appreciable stoppage of work and that the claimants had lost their employment by reason of that stoppage. Accordingly, the insurance officer disqualified all the claimants under section 63 of the Act, as follows:

- (1) As from the beginning of the stoppage, the cement masons as being directly interested in the labour dispute since their wages and working conditions were a point at issue in the dispute;

- (2) As from the date of occurrence, all the tradesmen who, before September 23, had refused to cross the cement masons' peaceful picket lines, as having become participants in the dispute;

- (3) As from September 23, the carpenters (millwrights), rodmen and hoisting engineers who were working on jobs shut down by the employer, as being directly interested in the extended labour dispute;

- (4) As from September 23, all the other tradesmen working on jobs shut down by the employer, i.e., the claimants concerned in the

present appeal, as belonging to a grade or class of workers that, immediately before the commencement of the stoppage, included members (those in (2) above) who were employed at the premises at which the stoppage was taking place and were participating in, financing or directly interested in the dispute.

The insurance officer was of the opinion that the claimants in (4) above, who were hourly rated employees of various trades all performing the same type of work as those who had respected the cement masons' picket lines and had agreements with the Toronto Builders Exchange which did not expire for a more or less considerable period of time, could not be said to be directly interested in the outcome of the dispute.

The claimants appealed to a board of referees which heard their case in Toronto on November 18, 1958. The claimant whose appeal was accepted as representative of all the others stated, in part, as follows: "I am not personally taking part in a labour dispute, nor directly interested in the dispute or its outcome; nor am I a member of a grade or class of workers taking part in (financing, or directly interested in the dispute or its outcome. I have nothing to gain or lose by the outcome of this dispute except the loss of my earnings, . . ." The board, by majority decision, confirmed the disqualification.

On December 17, 1958, the Bricklayers, Masons and Plasterers Union of America appealed to the Umpire. The appeal was heard in Toronto on March 13, 1959. The claimants were represented by Mr. A. Andras, Director of Legislation, Canadian Labour Congress; the Toronto Builders Exchange by Messrs. L. Howes, Assistant Manager and Secretary, and D. J. McKillop, Solicitor; and the insurance officer by Mr. G. Kieffer of the Unemployment Insurance Commission.

In accordance with the request of the Umpire at the hearing, the Toronto Builders Exchange supplied information to the effect that it is a corporation "carried on without the purpose of gain for its members", that one of its objects is "To represent the members of the Exchange in any matters pertaining to the building and construction industry in the City of Toronto, and when necessary, to negotiate on their behalf and to enter into such trade or other agreements affecting wages and all other matters as may appear to be in the best interests of the Construction Industry," and that "All members of the Exchange shall be subject to and abide by such rules and regulations as may from time to time be established, either by the Exchange or the group or the section to which they may belong, and shall also

be bound by the terms of any trade agreement of their group which may from time to time be entered into by the Exchange." (Sections 3(b) and 13 of the Toronto Builders Exchange Constitution).

Considerations and Conclusions: The information supplied by the Toronto Builders Exchange shows that the Exchange was not the employer of the employees directly or indirectly involved in the present appeal, but simply the agent of their respective autonomous employers. Accordingly, the premises at which such employees were employed were in fact and in law each one of the physically separated and functionally distinct construction projects at which they were respectively employed by such employers.

Now, according to subsection (1) of section 63, a labour dispute must be at the particular premises at which was employed an insured person who has lost his employment by reason of a stoppage of work due to such dispute. In the present case, the labour dispute which, originally, was concerned with the conditions of employment of the cement masons only, existed solely at the premises struck and picketed by such cement masons. As from the date of the shutdown carried out by other employers, however, it became a labour dispute directly concerned also with the conditions of employment of the employees covered by the carpenters', rodmen's and hoisting engineers' unions and extended geographically to the premises of such other employers. Accordingly, the labour dispute which caused the complete stoppage of work at these employers' distinct premises was in fact, even though through extension, at the premises at which the claimants interested in the present appeal were employed. A disqualification must then be imposed on the claimants under section 63(1) of the Act, unless they can show they have discharged the onus of proving their entitlement to relief from disqualification in virtue of subsection (2).

In this connection, the record shows that both the insurance officer and the board of referees found, and it is not contested, that the claimants fulfilled the requirements of the relieving provisions of paragraph (a) of subsection (2), in that they were not participating in, or financing or directly interested in the labour dispute which caused the stoppage of work at the particular premises at which they were respectively employed. The only question which I am now called upon to decide, therefore, is whether they also fulfilled the conditions laid down in paragraph (b) of the said subsection, which reads:

(2) An insured person is not disqualified under this section if he proves that . . .

(b) He does not belong to a grade or class of workers that, immediately before the commencement of the stoppage, included members who were employed at the premises at which the stoppage is taking place and are participating in, financing or directly interested in the dispute.

The claimants obviously did not belong to the same grade or class as the cement masons, carpenters, rodmen or hoisting engineers wherever these may have been employed. It has been contended, however, and the board of referees has held that the claimants belonged to the same grades or classes of workers as the employees of the same trades and unions, employed elsewhere, who had become participants in the labour dispute by reason of their refusal to cross the picket lines there. This, if upheld, would mean that the "premises" referred to in paragraph (b) could be, for the purpose of determining the grades and classes of workers, different from the "premises" designated in subsection (1) as being those at which the claimants were employed.

In one of the decisions quoted by the board of referees, namely CUB-1419, I stated " . . . I believe it is not only reasonable but safe to assume that, generally, when a claimant has been working on the same kind of work, under the same conditions, methods and rates of remuneration, and *at the same premises* as the other workmen who are directly involved in a dispute, he is a member of a grade or class participating in the dispute" (Emphasis added).

In seeking to apply the foregoing general observation, the board of referees, while mentioning that the claimants in the present case "were hourly-rated employees of various trades or performing the same type of work as those who respected the picket lines," did not give due weight to the words "at the same premises". In my opinion, apart from finding that a claimant has been working on the same kind of work and under the same conditions, methods and rates of remuneration as the other workmen who are directly involved in a labour dispute, it must also be found that such claimant was employed at the same premises as such other workmen. Consequently, as the employees who, in the present case, allegedly became participants for refusing to cross the cement masons' picket lines were not employed at the same premises (construction projects) as the claimants interested in this appeal and since the insurance officer and the board of referees were justified in finding that

(Continued on page 860)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during June

Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 252 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 248 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in June for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	98	\$320,494.00
Post Office	13	235,628.39
R.C.M.P.	10	198,354.06

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during June

During June the sum of \$1,427.03 was collected from six contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount has been or will be distributed to the 68 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during June

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Belmont Marsh N S: McCully & Soy, construction of dyke and/or drainage work (N S 105). *Noel Shore Marsh N S:* Chas W Thompson, construction of dyke and/or drainage work (N S 24). *Neepawa Man:* Pat Mor Construction & Michael May, construction of Neepawa storage project. *Near Outlook Sask:* Bird Construction Co Ltd, construction of superstructure of the construction bridge for South Saskatchewan River Project. *Swift Current Sask:* Waterman-Waterbury (Swift Current) Ltd, replacement of gas fired cast iron heating boiler & controls, Experimental Farm. *Lacombe Alta:* Border Paving Ltd, paving of road, Experimental Farm. *Vauxhall Alta:* T A Klemke & Son Construction Ltd, construction of distributary "Y" on Bow River Project.

Central Mortgage and Housing Corporation

Greenwood N S: Charles W Thompson, site improvement & planting for stage I school (DND 8/58). *Newport Corners N S:* Eastern Landscape Co Ltd, site improvement & planting for 6 housing units (DND 1/58). *Gagetown N B:* Atlas Construction Co Ltd, remainder of paving—(Job 57/54); Conniston Construction Co Ltd, site improvement & planting for 350 housing units (Job 58/54). *Montreal Que:* L A Lapenna, *site improvement & planting, Benny Farm. *Valcartier Que:* Service Paysagiste National Ltd, site improvement & planting for 200 housing units (DND 8/56); Lasalle Asphalt Ltd, paving of roads & parking areas, driveways & walks (DND 8/58). *Brantford & Paris Ont:* Rutgers & Vanderdrift, *exterior painting, (8/48), (4/45), (7/47) & (1/48). *Delhi Ont:* Alf Erickson, construction of 12 housing units (FP 1/58). *Geraldton Ont:* J H Turcotte, *exterior painting of rental houses. *Gloucester Ont:* M & S Martin Reg'd, *site improvement & planting. *Goderich Ont:* G Barker Construction Ltd, construction of 14 housing units (FP 4/58). *Hamilton Ont:* Brant Construction Co, *exterior painting, (14/48). *Niagara-on-the-Lake Ont:* Brant Construction Co *exterior painting, (1/48). *Ottawa Ont:* O'Leary's (1956) Ltd, *paving work. *Petaawawa Ont:* Bedard-Girard Ltd, construction of electrical distribution system for 200 housing units (DND 13/58, phase 1); Val d'Or Construction Co Ltd, construction of sewer outfall (DND 13/58). *Stratford Ont:* Rutgers & Vanderdrift, *exterior painting, (4/49). *Waterloo Ont:* Brant Construction Co, *exterior painting, (1/48). *Fort Qu'Appelle Sask:* Shelley & Young Construction Co, flood control & landscaping at Indian Hospital. *Saskatoon, Sask:* Jack Warkentin Construction Ltd, *concrete repairs, (6/49). *Vancouver B C:* V B Johnson, site improvement & planting for 169 housing units (FP 2/57).

Department of Citizenship and Immigration

Restigouche Indian Agency Que: A H English Co Ltd, replacement of heating system, Restigouche Indian day school. *Sioux Lookout Indian Agency Ont:* Durall Ltd, construction of water supply system & associated work, McIntosh IRS. *Portage Le Prairie Indian*

Agency Man: Story Bros, road construction, Lizard Point Indian Reserve. *Lesser Slave Lake Indian Agency Alta:* Telford Construction Ltd, alterations to water supply & sewage disposal systems, Wabasca IRS. *Saddle Lake Indian Agency Alta:* Car-Ouells Construction Co Ltd, construction of water reservoir & supply & installation of equipment, Blue Quills IRS. *Kootenay Indian Agency B C:* Hal H Paradis Ltd, installation of floor coverings, Kootenay IRS.

Defence Construction (1951) Limited

Summerside P E I: Louis Donolo Inc, construction & completion of central heating plant, RCAF Station. *Dartmouth N S:* Mark A Leonard Ltd, installation of oil burners in PMQs, RCN Air Station, *Shearwater;* Steen Mechanical Contractors Ltd, installation of mechanical services to carrier jetty. *Greenwood N S:* Bernard Gagne Co Ltd, construction of bulk petroleum storage, electrical work, security fencing, etc, RCAF Station. *Halifax N S:* Francis J Brown, *demolition of chiefs & petty officers' block, HMCS *Stadacona.* *Newport Corner N S:* Ralph & Arthur Parsons Ltd, construction of timber retaining wall. *St. Hubert Que:* Desourdy Construction Ltd, construction of new station roads, RCAF Station; Bernard Gagne Co Ltd, installation of bulk fuel facilities, RCAF Station. *London Ont:* Ellis Don Ltd, installation of coal handling system, Wolseley Barracks. *North Bay Ont:* Standard Paving Ltd, construction of concrete aprons & storm drainage, RCAF Station. *Ottawa Ont:* H J McFarland Construction Co Ltd, reconstruction of Bowesville Road. *Petawawa Ont:* Valentine Enterprises, extension of water supply to serve south PMQ area. *Trenton Ont:* Carter Construction Co Ltd, construction of cantilever hangar, RCAF Station. *Portage la Prairie Man:* Nelson River Construction Ltd, replacement of portions of tarmac area with concrete, RCAF Station. *Shilo Man:* Peter Leitch Construction Ltd, construction of sidewalks, curbs, gutters & drains. *Calgary Alta:* Borger Bros Ltd, construction of field miniature range bldg, Camp Sarcee. *Wainright Alta:* New West Construction Co Ltd, construction of loading ramps & paving. *Victoria B C:* J T Devlin & Co Ltd, repainting exterior of Bldg No 24, Royal Roads.

Building and Maintenance

Camp Borden Ont: Walker Painting & Decorating Co Ltd, exterior painting of 24 bldgs, RCAF Station. *Centralia Ont:* Lavis Contracting Co Ltd, asphalt paving, RCAF Station. *Clinton Ont:* Cardinal Painting & Decorating Co Ltd, exterior painting of PMQs, RCAF Station. *Trenton Ont:* Berton Fitzgibbon, asphalt resurfacing of walks, RCAF Station. *Rivers Man:* Maple Leaf Construction Ltd, repair & resurfacing of roads, RCAF Station. *Cold Lake Alta:* Park & Derochie Decorating Co Ltd, exterior painting of PMQ units, RCAF Station. *Sea Island B C:* Dawson Wade & Co Ltd, resurfacing of roads, RCAF Station.

Department of Defence Production

Summerside P E I: Curan & Briggs Ltd, resurfacing of asphalt pavement, PMQ area, RCAF Station. *Cornwallis N S:* Scotia Sprinklers Ltd, installation of automatic sprinkler system in two bldgs, HMCS "*Cornwallis*". *Greenwood N S:* F Miles Chipman, *application of lime & fertilizer, RCAF Station; Charles W Thompson, replacement of water service lines to various barrack blocks, RCAF Station. *Halifax N S:* Standard Construction Co Ltd, construction of concrete foundation for pneumatic hammer, Bldg D56, HMC Dockyard; Insul-Mastic Maritime Ltd, waterproofing of six PMQ's, RCAF Station, Gorsebrook; Foundation Maritime Ltd, construction of concrete foundation for pneumatic hammer, Bldg D56, HMC Dockyard. *Sydney N S:* C F Cox Ltd, *reroofing of Bldg No 6-3, Point Edward Naval Base. *Bathurst N B:* Northern Machine Works Ltd, fabrication & installation of fire escapes, old Post Office Bldg. *Fredericton N B:* Standish Bros Reg'd, *application of chemicals for weed & brush control, McGivney & Maryland Hill. *St Hubert Que:* Desjardins Asphalte Ltee, *patching of roads & runways, RCAF Station. *Quebec Que:* Pomerleau & Therien Reg'd, resurfacing of drill hall floor, Grande-Allee Armoury; J B. Marcoux Inc, rebuilding of plaster walls, La Citadelle; Le Salle Asphalte Ltee, resurfacing of roads, shoulders & parking area, La Citadelle. *Barriefield Ont:* McGinnis & O'Connor Ltd, construction of parking area at rear of No 207 Workshop. *Clinton Ont:* Williamson Roofing & Sheet Metal, reroofing of bldgs, RCAF Station; Dundas Plumbing & Heating Contractors Ltd, replacement of roof exhaust fans & installation of vertical industrial heater, RCAF Station. *Downsview Ont:* Beavis Bros Ltd, reroofing of Bldg No 107, RCAF Station. *Dunnville Ont:* W A Moffatt Co, repairs to built-up roofs on hangars, No 6 Repair Depot Detachment, RCAF Station. *Kingston Ont:* Cardinal Painting & Decorating Co Ltd, repainting interior of "B" & "L" Blocks, Canadian Army Staff College; Kingsport Plumbing & Heating Ltd, repairing

& overhauling stokers & furnaces, DND area. *Millbrook Ont*: J G Tompkins & Co, repairs & alterations to exterior masonry at Armoury. *Ottawa Ont*: L Laurin, various repairs, Drill Hall, Bldg 206. *Pembroke Ont*: Louis Markus & Son Ltd, exterior repair of Armoury, Bldg 215. *Picton Ont*: Quinte Roofing Ltd, reroofing & replacing flashings of six bldgs, Old Camp area; Cardinal Painting & Decorating Co Ltd, renovation of bldgs, Old Camp area. *Rockliffe Ont*: Edge Ltd, supply & installation of air conditioner, Bldg No 90, RCAF Station; Rideau Aluminum & Steels Ltd, installation of equipment for Sergeants Mess, Bldg No 72, RCAF Station. *Gimli Man*: Dorwin Industries Ltd, supply & installation of storm & screen windows, RCAF Station. *Rivers Man*: De Bruyn & Verhoef (Woodwork) Ltd, refinishing of hardwood floors in PMQ's, CATC. *Shilo Man*: Crane Bros, interior repainting of PMQ's, Military Camp. *Winnipeg Man*: Tallman Paving, *routine repair of roads, RCAF Station & satellite units. *Regina Sask*: Bird Construction Co Ltd, replacement of concrete slabs in area around DND bldgs. *Calgary Alta*: Canadian General Electric Co Ltd, *installation of radar & associated equipment, HMCS *Tecumseh*. *Cold Lake Alta*: Poole Construction Co Ltd, erection of fence around new PMQ development, RCAF Station; Poole Construction Co Ltd, construction of fire escapes in three barrack blocks, RCAF Station. *Edmonton Alta*: Taylor Tile Ltd, installation of mastic flooring topping, "A" Bay, Warehouse Bldg, Griesbach Barracks; Nadon Paving Ltd, application of asphalt coating on damaged areas, Griesbach Barracks. *Namao Alta*: Harrod Floor Sanding, *refinishing fifty PMQ floors, RCAF Station, Lancaster Park. *Penhold Alta*: Thorne Bros Painting & Decorating, exterior painting of PMQs, RCAF Station. *Colwood B C*: Parfitt Construction Co Ltd, construction of concrete base & walls, & installation of plumbing & drainage for fire fighting mock-up at Training Centre; Coast Steel Fabricators Ltd, fabrication & erection of steel superstructure for fire fighting mock-up at Training Centre. *Comox B C*: Cochrane Fuel & Trucking Ltd, construction of road, RCAF Station. *Kamloops B C*: Barr & Anderson (Interior) Ltd, application of built-up roofing on various roofs. *Vancouver B C*: Peterson Electrical Construction Co Ltd, replacement of power line poles & crossarms, DND area, *Vedder Crossing B C*: Columbia Bitulithic Ltd, surface treatment of roads & parking areas, Camp Chilliwack. *Victoria B C*: Dominion Paint Co, painting interior of bldgs, Work Point Barracks.

National Harbours Board

Halifax N S: Foundation Maritime Ltd, deepening berth No 34 & adjacent area, Pier A-1. *Montreal Que*: McNamara (Quebec) Ltd, the Key Construction Inc & Deschamps & Belanger Ltee, construction of sections 5 & 7A of Champlain Bridge; McNamara (Quebec) Ltd, extension of St Pierre collector outlet; Covertite Ltd, renewal of roof, sheds 3 & 8, Montreal Harbour; R M Clark Construction Co, construction of offices & stairway at upstream end of shed No 11, Section 17. *Vancouver B C*: Northern Construction Co & J W Stewart Ltd, levelling of cope wall, Centennial Pier; Metro Construction Co Ltd, construction of checker's office, Ballantyne Pier.

Department of Northern Affairs and National Resources

Terra Nova National Park Nfld: H C Simms Ltd, construction of central service garage, Headquarters area. *Cape Breton Highlands National Park N S*: Leo C Boudreau, construction of park warden's residence at Cheticamp; Lynk Electric Ltd, installation of electrical distribution system. *Fundy National Park N B*: Calendonias Construction Ltd, construction of administration bldg for cabin development. *Fort Lennox National Historic Park Que*: Jean-Paul Trahan Ltee, *supplying & driving timber piles, South Entrance. *Fort Malden National Historic Park Que*: Leonard K Wride, *reconstruction of patio, Hough House. *Fort Wellington National Historic Park Ont*: Allan Steward & Basil Broad Construction Co Ltd, *reconstruction of section of wall of Caponniere. *Fort St. Joseph National Historic Site Ont*: Raymond Gibbs, *supplying, hauling & placing 3,500 cubic yards of gravel. *Georgian Bay Islands National Park Ont*: Wilson & Bell, plumbing & electrical work in two comfort stations & one residence, & heating system in residence. *Point Pelee National Park Ont*: William Pimiskern Ltd, construction of refreshment stand, two comfort stations & completion of partially constructed comfort station. *St. Lawrence Islands National Park Ont*: Griffin Bros (Gananoque) Ltd, *supplying & hauling of stone & gravel for boat house, Mallorytown Landing. *Riding Mountain National Park Man*: F A France Construction Co Ltd, construction of central service garage near Wasagamung; F W Bumstead Ltd, plumbing & heating installations in staff residence. *Prince Albert National Park Sask*: Arthur A Voice Construction Co Ltd, construction of sanitary sewerage system for Townsite of Waskesiu; Barzelle & Burkosky Ltd, hauling & spraying asphalt on certain sections of streets & roads. *Jasper National Park Alta*: Koebel Co Ltd,

installation of plumbing & heating systems in house; McCook Plastering Co Ltd, *gypsum lath & plaster work in house, NP 36. *Waterton Lakes National Park Alta*: Oland Construction Ltd, construction of central service garage near Townsite; Mallett Contracting Co Ltd, crushing & stockpiling of aggregate. *Kootenay National Park B C*: Don Young, *installation of plumbing & heating systems in Warden's Residence, Kootenay Crossing. *Mackenzie Highway N W T*: B G Linton Construction Ltd, maintenance of highway.

Department of Public Works

Bonavista Nfld: Cape Horn Construction Co Ltd, repairs to deep water wharf. *Grand Bank Nfld*: T C Gorman (Nova Scotia) Ltd, construction of breakwater. *St. John's Nfld*: William Roche, demolition of bldgs & wharves. *Wood Islands P E I*: Morrison & McRae Ltd, harbour improvements. *Halifax N S*: Fundy Construction Co Ltd, construction of division garage for RCMP; Canadian Laboratory Supplies Ltd, installation of furniture, etc, Food & Drug Laboratory, Ralston Bldg. *Louisbourg N S*: Maritime Builders Ltd, construction of office bldg for Dept of Fisheries. *Meteghan N S*: T C Gorman (Nova Scotia) Ltd, breakwater improvements. *Grand Anse N B*: Allardville Construction Co Ltd, breakwater repairs. *Green Point N B*: P F C Northern Construction Co Ltd, breakwater repairs. *Little Cape N B*: Harold N Price, wharf extension. *Petit Rocher N B*: La Construction Baie Cheleur Ltee, improvements (stone talus). *Point du Chene N B*: Rayner Construction Ltd, paving of roadway approach; J W & J Anderson Ltd, repairs to ballast wharf. *Richibucto Beaches N B*: Leo LeBlanc, repairs to breakwaters. *Shippegan N B*: North Shore Construction Ltd, paving approaches to wharves. *Welchpool N B*: J W McMulkin & Son Ltd, harbour improvements. *Cap de la Madeleine Que*: Telco Materials Ltd, construction of retaining wall. *Fort George Que*: Ron Construction Co Ltd, construction of four classroom school, power house, residence & teacherage bldg, James Bay Agency. *Gaspe (Sandy Beach) Que*: McCallum & LeBlanc, wharf improvements. *Kamouraska Que*: Construction St Patrice Ltee, wharf repairs. *Les Eboulements Que*: Eugene Tremblay, construction of protection wall. *Les Escoumains Que*: Laverendrye Construction Ltee, wharf reconstruction. *Montreal Que*: J B Bailargeon Express Ltd, moving furniture to new National Revenue Bldg; B K Johl Inc, installation of film storage racks, National Film Board Bldg; Edouard Petrin & Marcel Petrin, removal of garbage & ashes from federal bldgs. *Peribonka Que*: Lucien Bergeron, wharf reconstruction. *Pointe au Pere Que*: McNamara (Quebec) Ltd, harbour improvements. *Pointe-au-Pic Que*: Theriault & Beland Enrg, wharf enlargement. *St Augustin (Les Bas) Que*: Laureat Jobin, construction of protection wall. *St Jean I O Que*: Les Entreprises Cap-Diamant Ltee, wharf extension. *St Laurent Que*: Les Travaux de Saint-Laurent Enrg, construction of protection wall. *Fenelon Falls Ont*: Ruliff Grass Construction Co Ltd, wharf construction. *Hamilton Ont*: Canadian Dredge & Dock Co Ltd, harbour improvements, Strathearne Ave. *Magnetewan Ont*: C A Boyes, wharf repair & shed reconstruction. *Morrisburg Ont*: John Entwistle Construction Ltd, construction of federal bldg. *Oshawa Ont*: Higrade Welding Co Ltd, renewal of waling. *Ottawa Ont*: Louis G Fortin Construction, general alterations, Medical Inspection Room, "B" Bldg, Cartier Square; Alvin Stewart Co Ltd, addition to CEF Magnetometer Laboratory; Edgar Dagenais, replacement of window safety anchors in Jackson Bldg & Annex; Doran Construction Co Ltd, alterations & painting, fourth floor, Motor Bldg; A Lanctot Construction Co Ltd, alterations, phases "B" & "C", RCMP Headquarters Bldg, Tremblay Road; Canada Decorating & Painting Co Ltd, general redecoration, No 8 Temporary Bldg; Gendron Plumbing & Heating Ltd, supply & installation of new interior fire standpipe system & new domestic cold water piping, Militia Stores Bldg, Carter Square; L Beaudoin Construction Ltd, general repairs & painting exterior of Militia Stores Bldg, Cartier Square; J E Copeland Co Ltd, erection of Artillery Memorial, Major's Hill Park; W Sparks & Son Ltd, moving furniture & equipment from various locations to new Geological Surveys Bldg, Booth St. *Port Burwell Ont*: Sir Lindsay Parkinson (Canada) Ltd, harbour repairs & improvements. *Port Dover Ont*: Intrusion-Prepakt Ltd, reconstruction of pier. *Port Stanley Ont*: George L Dillon Construction Ltd, groyne repairs, Orchard Beach. *Rondeau (Erieau) Ont*: Birmingham Construction Ltd, construction of boat harbour. *Silver Islet Ont*: Croydon Construction Ltd, breakwater repairs. *Toronto Ont*: Canadian Dredge & Dock Co Ltd, runway extension. *Bella Bella B C*: Vancouver Pile Driving & Contracting Co Ltd, harbour improvements. *Esquimalt B C*: Pacific Pile Driving Co Ltd, reconstruction of Jetty "C". *Oak Bay B C*: Wakeman & Trimble Contractors Ltd, construction of Turkey Head breakwater. *Sardis B C*: The Bay Company (BC) Ltd, replacement of boiler, Phase 111, Coqualeetza Indian Hospital. *Sointula (Rough Bay) B C*: Quadra Construction Co Ltd, construction of boat harbour (approach, wharf & floats). *Carcross Y T*: William Vandermale & Leo Vugt, construction of duplex, Yukon Agency.

Contracts Containing the General Fair Wages Clause

Gander Nfld: J C Pratt & Co, supply & installation of chain link fence, federal bldg. *Skinner's Pond P E I:* Norman N MacLean, dredging. *Pictou N S:* Ferguson Industries Ltd, construction of two steel hopper scows. *Yarmouth N S:* Gateway Construction Ltd, paving of courtyard, federal bldg. *Saint John N B:* Vincent Construction Co, general alterations, Customs Bldg. *Port Burwell Ont:* Holden Sand & Gravel Ltd, dredging. *Port Stanley Ont:* Maritime Dredging Ltd, dredging. *Prescott Ont:* Jim Long, redecoration of UIC office space, Post Office Bldg. *Ottawa Ont:* A P Green Co Ltd, installation of new boilers, Jackson Bldg; L A Legault & Son Ltd, installation of electrical panels & outlets, Jackson Bldg; Universal Painters & Decorators, repainting stairwells & lobbies, RCMP Headquarters Bldg; H G Francis & Sons Ltd, supply & installation of new sink & related works, No 6 Temporary Bldg; Oak Construction Co Ltd, general alterations, No 8 Temporary Bldg; G R Hemming, supply & installation of floodlighting in various bldgs, Tunney's Pasture; L Beaudoin Construction Co, alterations to existing partitions, Trade & Commerce Bldg; T P Crawford, roof repairs, main bldg, National Research Council, Sussex Drive; Rene Cleroux, installation of new system of exhaust piping, National Research Council, Sussex Drive; Wilfred St Cyr, metallating steam flow meters, National Research Council, Sussex Drive; Louis G Fortin Construction Co, general alterations, DVA Memorial Bldg; Gendron Plumbing & Heating Co, washroom repairs, Centre Block, Parliament Bldgs; Duford Ltd, restoration of woodwork & cleaning of stone, Centre Block, Parliament Bldgs; Burchell Supply Ltd, installation of lightning protection system, Centre Block, Parliament Bldgs; Archie McWade, repairs to heating system, Central Heating Plant, Cliff St; R A Bingham & Son, general alterations, Canadian Bank Note Bldg, Wellington St. *Campbell River B C:* British Columbia Bridge & Dredging Company Limited, dredging.

Department of Transport

Fox Point Nfld: J J Hussey, construction of single dwelling & storage shed & demolition of existing dwelling. *Ramea Island Nfld:* Cameron Contracting Ltd, construction of non-directional radio beacon bldg, power house & related work. *St John's Nfld:* Horton Steel Works Ltd, installation of water storage tank, etc, at Airport. *Green Island N S:* R G McDougall Ltd, construction of single dwelling. *Fredericton N B:* Maritime Engineering Ltd, construction of standby power house, omni range bldg & related work. *Grindstone Island N B:* Judson E Kelly, construction of two single dwellings & fog alarm bldg. *Miscou Island N B:* Atlantic Construction Ltd, construction of two single dwellings & demolition of existing dwelling. *Saint John N B:* Bedard-Girard Ltd, installation of airport lighting facilities. *Cap de Rabast Que:* Oswald Richard, construction of single dwelling. *Green Island Que:* Aurele Tremblay & Rodrigue Bherer, construction of two single dwellings & demolition of existing bldgs. *Natashquan Point Que:* Landry Construction Inc, construction of two single dwellings & demolition of existing dwelling. *Table Head Que:* Les Entreprises Gaspé Inc, construction of two single dwellings & demolition of existing dwelling. *Flower Pot Island Ont:* Percy Spears, construction of single dwelling & pumphouse. *Fort William Ont:* Y W Nelson & Sons, construction of access road & VOR site, Lakehead Airport. *London Ont:* Con-Eng Contractors Ltd, construction of ILS outer marker 14 & related work, Airport. *Ottawa Ont:* Conniston Construction Co Ltd, grading, topsoiling, fertilizing, seeding & sodding, etc, new Air Terminal area at Airport; Perini Ltd, construction of hangar for Dept of Transport, Uplands Airport. *Peterborough Ont:* Gray & Banks Ltd, erection of office bldg at Lift Lock No 21. *Langruth Man:* Ramstad & Tomasson, construction of VOR bldg & related work. *Winnipeg Man:* Benjamin Bros Ltd, additional development of Airport. *Edmonton Alta:* Wirtanen Electric Co Ltd, construction of lighting facilities, International Airport. *Ballenas Island B C:* Quinney & Fuller Construction Ltd, construction of single dwelling. *Patricia Bay B C:* J E Chilcott, installation of underground duct system & related work, Airport. *Smith River B C:* McCormick Electric Ltd, construction of lighting system on runway 15-33 & taxiway. *Vancouver B C:* LeeBilt Construction Co, construction of VHF transmitter bldg at Airport; J H McRae Co Ltd, revisions to power system, Air Services Bldg, Airport. *Cambridge Bay N W T:* Yukon Construction Co Ltd, prefabrication, erection & construction of various types of bldgs & related works (1959). *Wrigley N W T:* Poole Construction Co Ltd, drilling of water well & related services. *Yellowknife N W T:* Stevenson & Tredway Ltd, replacement of power poles & rebuilding of transmission & control lines to airport & radio range.

PRICES AND THE COST OF LIVING

Consumer Price Index, July 1959

The consumer price index (1949=100) was unchanged at 125.9 between June and July 1959 and stood 1 per cent above the July 1958 level of 124.7.* A drop in the other commodities and services index balanced increases in the food, shelter, clothing, and household operation indexes.

Further sharp declines in gasoline prices combined with seasonally lower prices for new passenger cars resulted in a 0.4-per-cent decrease in the other commodities and services index, 135.4 to 134.9. Higher prices for prepaid health care occurred in the Maritime Provinces.

The food index was up 0.1 per cent from 119.1 to 119.2 as both increases and decreases, mostly fractional in nature, occurred on a wide range of items. Significant price changes were limited to potatoes and grapefruit. Beef and pork prices were quite steady.

Small increases in both the rent and home-ownership components moved the shelter index up 0.1 per cent from 141.5 to 141.7. An increase of 0.5 per cent in the clothing index, from 109.2 to 109.7, reflected prices up from previous sale price levels for a number of items, including men's suits and coats and children's shoes.

The household operation index rose 0.2 per cent from 122.5 to 122.7 as a result of minor price increases on a variety of items, including household utensils and equipment, supplies, household help, domestic gas, and electricity. Household appliances showed mixed results, with gas stoves and electric refrigerators up and electric stoves, washing machines, and vacuum cleaners at lower price levels.

Group indexes one year earlier (July 1958) were: food 121.4, shelter 138.4, clothing 109.9, household operation 120.6, and other commodities and services 130.4.

City Consumer Price Indexes, June 1959

Consumer price indexes (1949=100) increased in nine of the ten regional cities between May and June 1959; the Saint John index remained unchanged.† The increases ranged from 0.2 per cent in six cities to 0.4 per cent in St. John's and Saskatoon-Regina.

Food indexes rose in all regional cities except Montreal on the strength of sharp seasonal increases in potato prices. Some other fresh vegetables and fruits, pork and lamb were generally higher. Egg prices were lower in most cities while sugar and coffee prices continued to decline.

Shelter indexes were up in six of the ten regional cities, reflecting, to some extent, rent changes associated with the traditional May first moving date. Clothing indexes were down in all ten cities, with declines ranging up to 1.1 per cent in Saint John. Household operation indexes increased in five cities, decreased in three, and were unchanged in the other two regional cities. The other commodities and services indexes rose in all ten regional cities as pharmaceuticals, film, train fares, and personal care items were generally higher.

Regional consumer price index point changes between May and June were as follows: St. John's +0.5 to 114.7*, Saskatoon-Regina +0.5 to 122.6; Toronto +0.4 to 128.5; Winnipeg +0.3 to 123.1; Vancouver +0.3 to 127.1; Halifax +0.2 to 125.6; Montreal +0.2 to 126.1; Ottawa +0.2 to 126.2; Edmonton-Calgary +0.2 to 122.2. Saint John remained unchanged at 126.9.

Wholesale Price Index, June 1959

The general wholesale price index (1935-39=100) eased slightly between May and June from 231.2 to 230.7, with four of the major group indexes declining, one increasing, and three remaining unchanged.

The vegetable products group index declined between May and June from 201.2 to 200.0, resulting mainly from lower prices for livestock and poultry feeds, raw sugar, raw rubber, and vegetable oils. The group index for animal products decreased from 253.8 to 252.6, the non-ferrous metals group index from 175.7 to 174.8, and the non-metallic minerals group index from 185.9 to 185.3.

The textile products group index rose in June for the third consecutive month, from 228.8 to 229.9.

Indexes for wood products, iron products and chemical products remained at May levels, 304.6, 255.8 and 187.3 respectively.

* See Table F-1 at back of book.

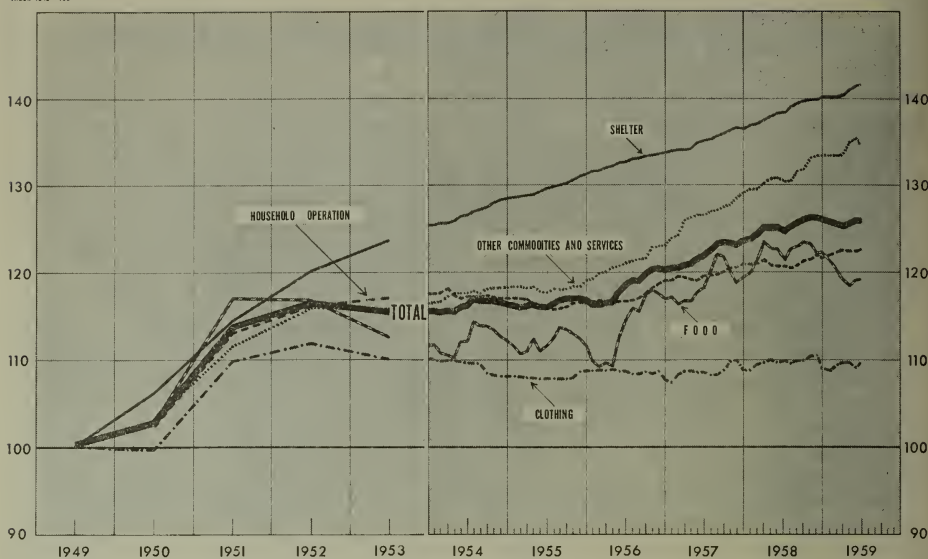
† See Table F-2 at back of book.

* On base June 1951=100.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



Yearly Average

Monthly Indexes

The index of Canadian farm products prices (1935-39=100) increased from 218.8 to 221.9 between May and June. The field products index rose from 166.5 to 173.1 but the animal products index declined from 271.0 to 270.6.

The residential building materials price index (1949=100) declined 0.2 per cent between May and June, from 130.7 to 130.5. The non-residential building materials price index remained the same at 131.9.

U.S. Consumer Price Index, June 1959

A seasonal increase in food prices was responsible for a rise of 0.4 per cent in the United States consumer price index (1947-49=100) between mid-May and mid-June,

to a record high of 124.5. The mid-May index was 124.0 and that for June 1958 was 123.6.

The month's increase was the largest since March 1958 and the only significant rise in the intervening period.

U.K. Index of Retail Prices, May 1959

For the second month in succession, the United Kingdom index of retail prices (Jan. 17, 1956=100) has declined. Between mid-April and mid-May it fell from 109.5 to 109.1, a level one tenth of a point lower than the 109.2 registered in mid-May 1958. At the beginning of this year, the index stood at 110.4 and has declined or remained stationary every month since.

Decision of Umpire

(Continued from page 842)

none of the workers of the claimants' own grades or classes who were employed at the same respective premises, was participating in, financing or directly interested in the dispute, I consider that such claimants have also discharged the onus of proving entitlement to relief from disqualification in virtue of subsection (2)(b).

It will be observed that this finding is based on the interpretation which I believe must be given to the word "premises" in view of the particular circumstances of the present case. While it might appear that the present decision is in conflict with

previous ones dealing with similar circumstances, I have no knowledge of the provisions of the constitutions of the employers' associations involved in such previous decisions, but I have before me the constitution of the Toronto Builders Exchange. As such constitution shows clearly that the relationship of the Exchange to its members is that of a bargaining agent and similar to the relationship between a union and its members, I consider that the premises of each employer who is a member of the Exchange must be regarded as a separate entity.

My decision, therefore, is to allow the Union's appeal.

Publications Recently Received

in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 130.

Annual Reports

1. ALBERTA. BUREAU OF STATISTICS. *Annual Review of Business Conditions, Alberta, 1958.* Edmonton, 1959. Pp. 19.

2. AMERICAN LABOR EDUCATION SERVICE, INC., NEW YORK. *Annual Report for the Year 1958.* [New York, 1959?] Pp. 14.

3. AUSTRALIA. PUBLIC SERVICE BOARD. *Thirty-Fourth Report on the Public Service of the Commonwealth.* [Canberra, Commonwealth Government Printer, 1959?] Pp. 49.

4. MALTA. DEPARTMENT OF EMIGRATION, LABOR AND SOCIAL WELFARE. *Report for the Year, 1957.* Valletta, 1958. 1 volume (unpagged).

5. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *Policies for Sound Growth. 10th Annual Economic Review.* Paris, 1959. Pp. 133.

Congresses and Conventions

6. CANADIAN TEACHERS' FEDERATION. *Minutes, Thirty-Seventh Conference... Niagara Falls, Ontario, August 11-16, 1958.* Ottawa, 1958. 1 volume (unpagged).

7. FARMER-LABOUR-TEACHER INSTITUTE. *How can Education meet the Challenge of our Age? Report of the Twelfth Annual Institute, June 28-July 2, 1958, Fort Qu'apelle, Sask.* [Regina? 1958] Pp. 21.

8. INDIAN NATIONAL TRADE UNION CONGRESS. *A Brief Review, Ninth Annual Session, January, 1958.* New Delhi, 1958. Pp. 108.

Economic Conditions

The following seven reports were issued by the Organization for European Economic Co-operation in Paris in 1958.

9. *Economic Conditions in Austria, Switzerland, 1958.* Pp. 33.

10. *Economic Conditions in France, 1958.* Pp. 30.

11. *Economic Conditions in Italy, 1958.* Pp. 27.

12. *Economic Conditions in Member and Associated Countries of the OEEC: Benelux, 1958.* Pp. 46.

Covers conditions in Belgium, Luxembourg and The Netherlands.

13. *Economic Conditions in Member and Associated Countries of the OEEC: Denmark, Iceland, Norway, Sweden, 1958.* Pp. 58.

14. *Economic Conditions in the Federal Republic of Germany, 1958.* Pp. 25.

15. *Economic Conditions in the United Kingdom, 1958.* Pp. 26.

Education, Vocational

16. CANADA. DEPARTMENT OF LABOUR. *Outline of Technical Training in the United Kingdom.* Ottawa, 1958. Pp. 57.

17. CANADA. DEPARTMENT OF LABOUR. *Vocational Training Program in Canada. A. Technical and Trade Training Publicly-Operated.* Ottawa, 1958. Pp. 122.

Improper Activities in the Labour or Management Field

18. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *The McClellan Committee Hearings, 1957.* Prepared by the Publisher's Editorial Staff. Washington, 1958. Pp. 508.

"Based in part on the on-the-spot report of the hearings in BNA's Daily labor report."

The McClellan Committee investigated the following subjects in 1957: "1. Labor-management collusion; 2. Undemocratic processes in unions; 3. Misuse of union funds and of welfare and pension funds from any source; 4. Racketeering control of unions; 5. Secondary boycotts; 6. Bribery and extortion; 7. Organizational picketing; 8. Violence; 9. Paper locals; 10. Political activities of unions; 11. Improper activities by management to prevent organization."

19. U.S. CONGRESS. SENATE. SELECT COMMITTEE ON IMPROPER ACTIVITIES IN THE LABOR OR MANAGEMENT FIELD. *Investigation of Improper Activities in the Labor or Management Field. Hearings before the Select Committee on Improper Activities in the Labor or Management Field, Eighty-fifth Congress, First Session—pursuant to Senate Resolution 74, 85th Congress...* Washington, G.P.O., 1957-47 parts (in Labour Library's holdings).

Hearings held February 26, 1957 to date.

The Select Committee is authorized and directed "to conduct an investigation and study of the extent to which criminal or other improper practices or activities are, or have been, engaged in the field of labor-management relations or in groups or organizations of employees or employers to the detriment of the interests of the public, employers or employees, and to determine whether any changes

are required in the laws... in order to protect such interests against the occurrence of such practices or activities."

Industrial Relations

20. DAVEY, HAROLD WILLIAM, Ed. *New Dimensions in Collective Bargaining*. Editors: Harold W. Davey, Howard S. Kaltenborn and Stanley H. Ruttenberg. 1st ed. New York, Harper, 1959. Pp. 203.

Deals with collective bargaining as it touches on rival unions, automation, supplemental unemployment benefit plans, and health and welfare plans. Includes chapter on the impact of the Taft-Hartley Act on collective bargaining relationships.

21. HARE, ANTHONY EDWARD CHRISTIAN. *The First Principles of Industrial Relations*. London, Macmillan, 1958 [i.e. 1959] Pp. 145.

Discusses some of the reasons for industrial unrest and suggests some solutions to the problem.

22. KARSH, BERNARD. *Diary of a Strike*. Urbana, University of Illinois Press, 1958. Pp. 108.

This is the account of an actual strike which occurred in a small city on the upper Great Lakes when a union attempted to organize the workers in a plant. Describes how a union is organized, how a strike is conducted, how differences are finally settled, and the role of the professional union organizer in these proceedings.

Industry

23. CANADA. BUREAU OF STATISTICS. *Revised Index of Industrial Production, 1935-1957 (1949=100)*. Ottawa, Queen's Printer, 1959. Pp. 122.

24. CANADA. DEPARTMENT OF LABOUR. *Technological Changes and Skilled Manpower: the Household Appliance Industry*. Ottawa, 1958. Pp. 27.

25. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Foreign Licensing Agreements*. II. Contract Negotiations and Administration. New York, c1959. Pp. 96.

Based on information supplied by 131 companies. Contents: Choosing the Licensee. Negotiating the Agreement. The Licensing Contract. Definitions and Scope of Agreement. Tenure and Termination Provisions. Major Commitments of the Licensor. Major Commitments of the Licensee. Royalties and Other Remuneration. General Provisions. Implementing and administering the Agreement. Holding the Licensee. Sample Contract Provisions.

26. ROSEN, GEORGE. *Industrial Change in India; Industrial Growth, Capital Requirements, and Technological Change, 1937-1955*. Glencoe, Ill., Free Press, 1958. Pp. 243.

Examines five industries: cement, cotton textiles, iron and steel, paper and sugar.

27. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *The Development of Manufacturing Industry in Egypt, Israel and Turkey*. New York, 1958. Pp. 131.

Covers the period from the nineteen twenties to the end of 1956. Primarily concerned with the growth of medium-scale and large-scale manufacturing establishments.

Industry—Location

The following two publications were issued by the Alberta Industrial Development Branch in Edmonton in 1958 (?).

28. *Survey of Barrhead*. Rev. October 1957. Pp. 12.

29. *Survey of McLennan*. Rev. November 1958. Pp. 16.

Labour Laws and Legislation

30. EUROPEAN COAL AND STEEL COMMUNITY. HIGH AUTHORITY. *La stabilité de l'emploi dans le droit des pays membres de la C.E.C.A.*, par G. Boldt [and others]. Luxembourg, 1958. Pp. 311.

Contents: Rapport de synthèse, par Paul Durand. La stabilité de l'emploi en droit allemand, par G. Boldt. La stabilité de l'emploi en droit belge, par Paul Horion. La stabilité de l'emploi en droit français, par Paul Durand. La stabilité de l'emploi en droit italien, par Luigi Mengoni. La stabilité de l'emploi en droit luxembourgeois, par Armand Kayser. La stabilité de l'emploi en droit néerlandais, par A. N. Molenaar.

31. INTERNATIONAL LABOUR OFFICE. *Conflicts of Laws in Labour Matters, International Standards and General Principles; National Report*. Geneva, 1957. 6 parts.

Reports in English or French.

Contents: Australia, by Ian G. Sharp. France, by Charles Freyrie. Germany, by C. Beitzke. Italy, by A. Malintoppi. United Kingdom of Great Britain and Northern Ireland, by Otto Kahn-Freund. United States of America, by Stuart Rothman.

32. VESTER, HORATIO. *Trade Union Law and Practice*, by Horatio Vester and Anthony H. Gardner. London, Sweet & Maxwell, 1958. Pp. 300.

Deals with laws concerning trade unions in Great Britain.

Labour Organization

33. DAYTON, ELDOROUS. *Walter Reuther; the Autocrat of the Bargaining Table*. New York, Devin-Adair Co., 1958. Pp. 280.

An unsympathetic biography of the president of the United Automobile Workers and vice-president of the AFL-CIO.

34. FLANDERS, ALLAN. *Trade Unions*. Tillicoultry, Scotland, N.C.L.C. Publishing Society Ltd., 1957. Pp. 176.

Contents: Historical Introduction. Diversity of Organization. Internal Democracy. Trades Union Congress. Collective Bargaining. Industrial Democracy. Political Action. Relations with the State.

35. FOX, ALAN. *A History of the National Union of Boot and Shoe Operatives, 1874-1957*. Oxford, B. Blackwell, 1958. Pp. 684.

During its history this union has enjoyed a good working relationship with employers. In 1957 there were about 82,000 members.

36. GOLDBERG, JOSEPH PHILIP. *The Maritime Story; a Study in Labor-Management Relations*. Cambridge, Harvard University Press, 1958. Pp. 361.

An account of seamen's unions from 1900 to 1956.

37. INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA. PUBLIC REVIEW BOARD. *First Annual Report to the Membership of the UAW, 1957-1958*. Detroit, 1958. Pp. 36.

The Public Review Board of the U.A.W., consisting of seven independent citizens, was set up to examine the moral and ethical conduct of the union's internal operations. During the 18 months covered by the report the Board reviewed twenty-four cases of which it decided on sixteen, dismissed five cases for jurisdictional reasons or abandonment by the appellants, and is still considering the remaining three cases.

38. KARSON, MARC. *American Labor Unions and Politics, 1900-1918*. Foreword by Selig Perlman. Carbondale, Southern Illinois University Press, 1958. Pp. 358.

This is the first of a projected two-volume work. This book deals with the political activities of the American Federation of Labor, the Industrial Workers of the World, and the role of the Roman Catholic Church in the American labour movement.

39. TANNENBAUM, ARNOLD SHERWOOD. *Participation in Union Locals*, by Arnold S. Tannenbaum and Robert L. Kahn. Evanston, Ill., Row Peterson, 1958. Pp. 275.

A study of four union locals was made to find out what the active union member is like and how he differs from the inactive member and what the active union is like and how it differs from the inactive union.

Labouring Classes

40. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working Conditions in Canada, 1958*. Ottawa, Queen's Printer, 1958. Pp. 59.

41. CHEIT, EARL FRANK. *Benefit Levels in Workmen's Compensation*. Berkeley, University of California, Institute of Industrial Relations, 1958. Pp. 723-730.

The year 1958, marked the 50th anniversary of workmen's compensation in the United States.

42. COLE, GEORGE DOUGLAS HOWARD. *A Short History of the British Working-Class Movement, 1789-1947*. New ed., completely rev. and continued to 1947. London, G. Allen & Unwin, 1948. Pp. 500.

43. HEWITT, MARGARET. *Wives and Mothers in Victorian Industry*. London, Rockliff, 1958. Pp. 245.

Describes the effect on the organization and structure of the working-class home when the mother was working.

Management

44. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Charting the Company Organization*

Structure, by Louis A. Allen. New York, 1959. Pp. 60.

The organization chart is used to analyze and assess the existing structure of companies to identify weaknesses and to plan improvements in the company. Contents: Uses of Organization Charts. Preparing the Organization Chart. Charting the Organization Structure. Mechanics of Charting.

45. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Corporate Directorship Practices*, by Solomon Ethe and Roger M. Pegman in cooperation with the American Society of Corporate Secretaries. New York, 1959. Pp. 92.

Describes current practices with regard to all phases of the corporate directorship that might interest either directors or management. Based on information supplied by 976 companies.

Public Welfare

46. U.S. DIVISION OF PUBLIC HEALTH METHODS. *Homemaker Services in the United States, 1958; a Nationwide Study*, by William H. Stewart, Maryland Y. Pennell and Lucille M. Smith. Washington, 1959. Pp. 92.

47. U.S. DIVISION OF PUBLIC HEALTH METHODS. *Homemaker Services in the United States, 1958; Twelve Statements describing Different Types of Homemaker Services*. Washington, 1958. Pp. 99.

Wages and Hours

48. INTERNATIONAL LABOUR OFFICE. *Machinery for Wage Fixing and Wages Protection*. Third item on the agenda. Geneva, 1957. Pp. 93.

At head of title: Report 3. International Labour Organization. Tripartite Technical Meeting for Mines Other Than Coal Mines. Geneva, 1957.

Discusses methods of wage determination, three systems of wage payment (by time, by contract or piecework, and by bonus systems) and, the protection of wages.

49. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Clerical Salaries in 18 Cities, October, 1958*, by Mitchell Meyer and Harland Fox. New York, 1958. Pp. 27.

Provides information about the number of firms reporting, the number of employees covered, and the weekly salaries paid.

50. OCHELTREE, KEITH. *How to prepare a Sound Pay Plan*. Chicago, Public Personnel Association, 1957. Pp. 41.

Miscellaneous

51. COMMITTEE FOR RESEARCH IN SOCIAL ECONOMICS. *Quantity and Cost Budgets for Two Income Levels; Prices for the San Francisco Bay Area, September 1958. Family of a Salaried Junior Professional and Executive Worker; Family of Wage Earner...* Berkeley, c1959. Pp. 86.

52. CANNING, RICHARD G. *Installing Electronic Data Processing Systems*. New York, Wiley, 1957. Pp. 193.

53. COMMITTEE FOR ECONOMIC DEVELOPMENT. *The Problem of National Security, Some Economic and Administrative Aspects; a Statement on National Policy by the Research and Policy Committee of the Committee for Economic Development*. New York, 1958. Pp. 58.

A discussion of the American defence program.

54. PARKINSON, CYRIL NORTHCOTE. *Parkinson's Law, and Other Studies in Administration*. Illustrated by Robert C. Osborn. Boston, Houghton Mifflin, 1957. Pp. 112.

Consists of ten facetious essays.

Contents: Parkinson's Law, or the Rising Pyramid. The Will of the People, or Annual General Meeting. High Finance, or the Point of Vanishing Interest. Directors and Councils, or Coefficiency of Inefficiency. The Short List,

or Principles of Selection. Plans and Plants, or the Administration Block. Personality Screen, or the Cocktail Formula. Injelititis, or Palsied Paralysis. Palm Thatch to Packard, or a Formula for Success. Pension Point, or the Age of Retirement.

55. ROEDER, BERNARD. *Katorga; an Aspect of Modern Slavery*. Translated by L. Kochen. London, Heinemann 1958. Pp. 271.

"Katorga" means "forced labour." An account of the author's experience in Russian forced labour camps from the beginning of 1950 to the end of 1955.

56. TOWNSEND, PETER BRERETON. *The Family Life of Old People; an Inquiry in East London*. London, Routledge & Kegan Paul, 1957. Pp. 284.

"This book is in two parts. The first describes the family life of people of pensionable age in a working-class borough of East London; the second discusses the chief social problems of old age against the background of family organization and relationships."

McGill's Industrial Relations Conference in September

The 11th annual conference of the McGill Industrial Relations Centre will be held in the Physical Sciences Centre, McGill University, on September 10 and 11. The theme of the conference will be "Unions and the Future".

The five speakers at the conference and their subjects will be as follows: Dr. Richard A. Lester, Professor of Economics in the Industrial Relations Section at Princeton University—"Unions in the Next Decade"; Dr. Sylvia Ostry, Assistant Professor in the Department of Economics and Political Science, McGill University—"Some Aspects of the Canadian Wage Structure—Implications for Union Policy"; Oakley Dagleish, Editor and Publisher of the Toronto *Globe*

and Mail (dinner speaker)—"Reflections From Experience"; Archibald B. Cox, Professor of Law at Harvard University—"Legislating the Internal Behaviour of Unions"; and Dr. F. R. Scott, Macdonald Professor of Law at McGill—"Federal Jurisdiction Over Labour Relations—A New Look".

A panel discussion on the theme of the conference will conclude the session. The panel members will be: K. G. K. Baker, Executive Assistant to the President, Howard Smith Paper Mills Ltd.; Gérard Picard, President, National Metal Trades Federation (CCCL); P. G. Pyle, member of the Central Ontario Industrial Relations Institute; and Leo Roback, a partner in the firm of Research Associates.

U.S. Surveys Extent of Pay For Time Not Worked

The United States Bureau of Labor Statistics has undertaken for the first time to find out how many of the hours employers pay for are actually worked and how many represent time off with pay. This is being done at the request of the President's Council of Economic Advisers, the members of which want better criteria for estimating productivity.

The survey will cover production and related workers in manufacturing plants in 1958, and the findings should be read later this year. The Bureau plans to survey some of the non-manufacturing industries for 1959 and others for 1960.

The study will deal with the proportion of hours paid for which are not worked because of six kinds of paid time off: vacations; holidays; sick leave; military leave; time off for jury duty, voting, and testifying in court; and personal leave on account of death in the family or for other reasons. Time paid for but not worked that is difficult to measure or is comparatively unimportant, such as coffee breaks and rest periods, will not be considered. Nor will the cost of fringe benefits not connected with working hours, such as pensions and health and life insurance, be covered.

LABOUR STATISTICS

	PAGE
Table A-1 and A-2—Labour Force.....	855
Table B-1—Labour Income.....	856
Table C-1 to C-6—Employment, Hours and Earnings.....	857
Table D-1 to D-5—Employment Service Statistics.....	861
Table E-1 to E-4—Unemployment Insurance.....	867
Table F-1 and F-2—Prices.....	869
Table G-1 to G-4—Strikes and Lockouts.....	870

A—Labour Force

NOTE—Small adjustments have been made in the labour force figures to bring them into line with population estimates based on the 1956 Census: consequently, the figures in Tables A-1 and A-2 are not strictly comparable with those for months prior to August 1958. Detailed figures on the revised basis for those earlier months are given in *The Labour Force*, a Dominion Bureau of Statistics publication (catalogue No. 71502).

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED MAY 16, 1959

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,186	116	441	1,732	2,264	1,072	561
Agricultural.....	732	*	63	176	172	292	26
Non-Agricultural.....	5,454	113	378	1,556	2,092	780	535
Males.....	4,659	96	342	1,310	1,668	814	429
Agricultural.....	685	*	60	172	162	264	24
Non-Agricultural.....	3,974	93	282	1,138	1,506	550	405
Females.....	1,527	20	99	422	596	258	132
Agricultural.....	47	*	*	*	10	28	*
Non-Agricultural.....	1,480	20	96	418	586	230	130
All ages.....	6,186	116	441	1,732	2,264	1,072	561
14—19 years.....	547	14	45	192	166	94	36
20—24 years.....	786	20	58	253	262	129	64
25—44 years.....	2,880	53	187	797	1,080	491	272
45—64 years.....	1,747	28	131	439	664	315	170
65 years and over.....	226	*	20	51	92	43	19
<i>Persons with Jobs</i>							
All status groups.....	5,852	91	407	1,594	2,182	1,044	534
Males.....	4,361	72	311	1,186	1,596	790	406
Females.....	1,491	19	96	408	586	254	128
Agricultural.....	724	*	62	173	170	291	25
Non-Agricultural.....	5,128	88	345	1,421	2,012	753	509
Paid Workers.....	4,695	76	316	1,295	1,855	696	457
Males.....	3,345	58	230	921	1,313	483	340
Females.....	1,350	18	86	374	542	213	117
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	334	25 ⁽¹⁾	34	138	82	28	27
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,345	152	454	1,523	1,794	905	517
Males.....	1,093	45	98	297	337	195	121
Females.....	4,252	107	356	1,226	1,457	710	396

* Less than 10,000.

⁽¹⁾ The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended May 16, 1959		Week Ended April 18, 1959		Week Ended May 24, 1958	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	364	349	478	455	402	388
Without Jobs.....	334	321	445	425	370	359
Under 1 month.....	61	—	70	—	74	—
1— 3 months.....	102	—	135	—	100	—
4— 6 months.....	99	—	156	—	124	—
7—12 months.....	50	—	59	—	59	—
13—18 months.....	10	—	12	—	*	—
19—and over.....	12	—	13	—	*	—
Worked.....	30	28	33	30	32	29
1—14 hours.....	*	*	11	10	10	*
15—34 hours.....	21	20	22	20	22	20

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(§ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Total ³
	Mining	Manu- facturing	Trans- portation, Storage, and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
1954—Total....	402	3,903	1,317	310	869	204	1,764	3,010	494	12,452
1955—Total....	432	4,148	1,396	329	915	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,800
1957—Total....	535	4,895	1,653	336	1,316	263	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1958—April....	43.1	391.2	133.9	.....	.....	.....	.....	.....	.....	1,321.6
May.....	44.1	400.1	140.3	61.3	337.5	71.5	583.7	1,079.8	178.1	1,375.9
June.....	44.7	403.7	142.4	.....	.....	.....	.....	.....	.....	1,407.1
July.....	44.1	401.0	145.0	.....	.....	.....	.....	.....	.....	1,405.4
August.....	44.7	398.6	145.1	68.4	396.2	73.7	550.5	1,095.2	182.2	1,411.6
Sept.....	43.9	403.5	142.9	.....	.....	.....	.....	.....	.....	1,434.9
Oct.....	42.5	398.8	142.3	.....	.....	.....	.....	.....	.....	1,417.7
Nov.....	42.3	400.9	141.7	82.8	337.7	72.3	616.8	1,132.7	184.4	1,413.0
Dec.....	42.0	393.2	139.0	.....	.....	.....	.....	.....	.....	1,383.2
1959—Jan.....	44.8	400.9	146.1	.....	.....	.....	.....	.....	.....	1,385.5
Feb.....	45.1	402.0	136.9	62.9	292.3	71.3	603.0	1,159.9	185.7	1,386.0
Mar.....	44.7	405.3	137.0	.....	.....	.....	.....	.....	.....	1,398.5
Apr.....	44.9	409.2	140.2	.....	.....	.....	.....	.....	.....	1,427.3
May.....	45.1	420.2	147.0	.....	.....	.....	.....	.....	.....	1,421.5

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

* Revised.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at April, 1959, employers in the principal non-agricultural industries reported a total employment of 2,636,188. Tables C-1 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-2 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries	
Averages								
1954.....	109.9	151.6	137.4	59.04	107.3	150.0	139.1	61.15
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1958								
April.....	114.6	188.3	163.8	70.35	108.8	181.6	165.8	72.92
May.....	118.7	196.3	164.7	70.76	110.4	185.6	167.0	73.42
June.....	121.3	200.3	164.6	70.70	112.0	187.4	166.2	73.06
July.....	122.0	201.6	164.7	70.76	111.8	186.0	165.2	72.62
August.....	121.8	201.1	164.5	70.67	111.5	184.9	164.7	72.40
September.....	121.9	201.8	164.9	70.85	112.4	187.2	165.4	72.73
October.....	120.1	199.5	165.6	71.13	110.1	185.0	166.8	73.36
November.....	119.2	199.4	166.7	71.60	109.6	186.0	168.5	74.11
December.....	115.8	186.5	160.4	68.91	106.8	173.4	161.3	70.91
1959								
January.....	113.7	192.2	168.4	72.34	107.5	185.1	170.9	75.16
February.....	113.0	193.1	170.2	73.11	107.5	186.2	171.9	75.59
March.....	113.7	193.0	169.0	72.60	108.4	186.8	172.0	75.22
April.....	115.6	197.9	171.5	73.26	109.4	189.8	172.1	75.69

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1959	Mar. 1959	Apr. 1958	Apr. 1959	Mar. 1959	Apr. 1958
Provinces			1949	\$	\$	\$
Newfoundland.....	106.7	106.4	111.3	65.17	64.65	63.29
Prince Edward Island.....	108.5	104.4	102.7	56.45	54.88	52.72
Nova Scotia.....	92.2	87.9	91.3	60.28	59.75	58.38
New Brunswick.....	91.1	96.3	87.9	60.08	61.14	57.25
Quebec.....	113.6	110.9	112.8	70.54	69.50	67.98
Ontario.....	118.5	116.9	118.5	75.99	75.39	72.94
Manitoba.....	107.6	105.9	105.4	69.38	68.92	65.70
Saskatchewan.....	123.9	119.5	119.5	69.23	69.04	66.75
Alberta (including Northwest Territories).....	146.5	145.9	141.1	74.95	75.27	71.45
British Columbia (including Yukon).....	114.1	112.2	111.2	79.85	78.70	76.45
Canada.....	115.6	113.7	114.6	73.26	72.60	70.35
Urban Areas						
St. John's.....	116.3	118.9	119.9	55.45	53.22	51.19
Sydney.....	86.5	68.8	88.8	73.42	73.36	71.55
Halifax.....	115.0	118.8	111.8	59.83	59.32	57.09
Moncton.....	95.4	91.6	90.8	56.94	57.90	55.47
Saint John.....	92.3	110.2	87.3	56.65	56.51	53.87
Chicoutimi—Jonquiere.....	105.2	100.5	.....	87.05	86.99	.....
Quebec.....	109.1	106.7	107.2	61.82	60.30	59.12
Sherbrooke.....	99.9	99.1	96.6	59.41	57.81	57.82
Shawinigan.....	94.3	94.3	90.5	79.04	77.81	76.48
Three Rivers.....	112.3	108.2	110.8	67.50	65.86	62.67
Drummondville.....	76.1	76.8	72.4	60.67	60.48	58.87
Montreal.....	122.6	119.2	120.9	71.62	70.48	68.94
Ottawa—Hull.....	121.1	118.8	117.6	67.54	66.56	63.76
Kingston.....	109.5	107.6	113.7	69.70	69.65	67.31
Peterborough.....	100.1	99.3	99.5	81.35	80.84	77.26
Oshawa.....	179.5	179.1	169.3	83.62	83.52	80.67
Toronto.....	129.0	127.7	129.9	76.49	75.69	73.70
Hamilton.....	110.5	107.3	108.8	81.15	80.45	76.59
St. Catharines.....	110.9	109.4	109.9	83.39	82.51	80.63
Niagara Falls.....	97.1	93.7	107.3	77.18	78.62	76.40
Brantford.....	92.1	92.1	86.7	70.47	69.72	67.12
Guelph.....	123.7	123.2	114.0	67.93	67.57	65.69
Galt.....	109.9	109.4	109.3	65.69	65.79	61.97
Kitchener.....	117.7	115.9	109.7	68.69	68.52	64.59
Sudbury.....	136.6	133.4	138.8	87.09	91.41	86.83
Timmins.....	91.7	91.4	85.3	66.81	66.59	63.57
London.....	121.8	120.7	118.3	69.24	68.45	66.30
Sarnia.....	107.3	102.2	135.7	94.99	93.29	91.65
Windsor.....	80.3	79.1	80.3	83.16	82.35	78.22
Sault Ste. Marie.....	138.0	133.7	134.3	90.13	90.49	85.26
Ft. William—Pt. Arthur.....	109.9	104.7	114.4	71.51	72.31	70.42
Winnipeg.....	107.9	106.8	105.0	66.50	65.99	62.97
Regina.....	129.9	127.0	118.5	66.40	66.08	63.81
Saskatoon.....	130.0	125.2	126.6	66.16	65.15	62.59
Edmonton.....	180.2	174.8	172.2	70.41	70.72	66.89
Calgary.....	163.3	159.7	149.5	70.10	69.98	66.96
Vancouver.....	115.8	114.3	112.8	78.66	77.71	74.95
Victoria.....	115.4	114.7	113.4	72.40	70.55	68.89

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

This table is published every second month.

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1959	Mar. 1959	Apr. 1958	Apr. 1959	Mar. 1959	Apr. 1958
Mining	120.6	118.4	121.9	90.75	91.65	86.19
Metal mining.....	139.2	138.4	136.5	93.44	93.43	88.99
Gold.....	72.6	72.0	74.4	74.18	73.95	73.51
Other metal.....	201.3	200.4	194.5	99.91	99.96	94.51
Fuels.....	90.9	87.6	97.8	89.92	92.18	83.64
Coal.....	48.5	37.9	55.8	68.96	63.06	66.80
Oil and natural gas.....	257.6	283.2	262.4	105.45	107.50	97.65
Non-metal.....	125.1	119.1	127.7	78.95	81.14	78.47
Manufacturing	109.4	108.4	108.8	75.69	75.22	72.92
Durable goods.....	114.9	113.3	115.5	81.33	80.73	78.28
Non-durable goods.....	104.8	104.2	103.0	70.40	70.11	67.77
Food and beverages.....	105.9	102.8	104.0	68.99	68.87	65.63
Meat products.....	134.5	129.5	123.4	78.27	79.53	73.56
Canned and preserved fruits and vegetables.....	72.5	69.8	74.1	64.92	63.78	62.34
Grain mill products.....	103.7	102.2	103.8	70.85	70.82	71.44
Bread and other bakery products.....	107.2	107.9	106.9	66.27	65.70	62.58
Distilled and malt liquors.....	101.0	99.3	102.9	87.89	88.24	83.32
Tobacco and tobacco products.....	99.7	111.9	109.2	69.85	64.23	63.81
Rubber products.....	103.5	103.5	97.1	79.11	78.80	73.06
Leather products.....	88.4	89.0	84.3	50.00	50.32	48.70
Boots and shoes (except rubber).....	95.6	96.3	89.9	47.33	47.41	46.08
Textile products (except clothing).....	79.4	79.2	76.7	60.29	59.94	57.59
Cotton yarn and broad woven goods.....	76.2	76.8	75.3	55.65	56.21	52.62
Woollen goods.....	57.4	56.4	58.1	57.82	57.20	54.50
Synthetic textiles and silk.....	81.5	81.4	78.6	66.65	65.87	64.05
Clothing (textile and fur).....	92.4	94.4	90.0	47.07	47.31	46.05
Men's clothing.....	93.7	95.0	92.8	45.99	46.93	44.98
Women's clothing.....	98.7	103.4	95.8	49.30	49.28	48.26
Knit goods.....	78.9	79.4	75.8	46.22	45.65	44.89
Wood products.....	102.3	101.8	96.9	64.83	63.96	62.65
Saw and planing mills.....	102.9	102.9	94.8	66.87	66.10	64.90
Furniture.....	110.5	109.6	107.6	62.53	61.47	60.34
Other wood products.....	84.2	81.7	86.6	58.84	57.61	56.51
Paper products.....	120.6	118.6	118.5	86.83	86.68	84.35
Pulp and paper mills.....	121.3	118.8	118.7	92.90	93.05	90.10
Other paper products.....	118.6	118.1	118.0	71.20	70.53	70.08
Printing, publishing and allied industries.....	120.2	119.9	118.6	81.80	81.64	78.59
Iron and steel products.....	107.7	106.3	104.1	85.77	85.03	81.02
Agricultural implements.....	80.8	79.3	69.7	88.70	87.88	81.54
Fabricated and structural steel.....	160.4	158.3	152.8	87.78	85.70	82.50
Hardware and tools.....	97.5	96.3	90.8	77.40	76.81	73.59
Heating and cooking appliances.....	102.0	101.1	96.2	73.44	72.13	71.08
Iron castings.....	97.5	98.0	97.4	81.95	80.42	76.72
Machinery, industrial machinery.....	114.3	111.8	114.7	82.69	81.21	78.97
Primary iron and steel.....	115.1	112.7	109.3	97.71	98.72	92.34
Sheet metal products.....	108.8	105.5	101.0	83.59	83.03	80.69
Wire and wire products.....	117.9	116.9	111.1	86.71	86.49	78.76
Transportation equipment.....	116.5	114.7	129.6	85.59	84.73	82.45
Aircraft and parts.....	262.0	259.7	368.1	88.40	89.59	88.75
Motor vehicles.....	111.9	112.4	106.6	93.98	91.56	89.20
Motor vehicles parts and accessories.....	114.9	113.7	102.4	84.62	83.15	81.02
Railroad and rolling stock equipment.....	69.5	66.2	80.3	78.15	78.62	73.32
Shipbuilding and repairing.....	137.7	135.4	154.2	81.36	78.35	76.67
Non-ferrous metal products.....	124.1	122.3	125.4	85.74	87.05	84.53
Aluminum products.....	133.9	129.3	124.9	82.20	82.85	80.63
Brass and copper products.....	111.1	111.2	101.7	79.62	79.26	75.61
Smelting and refining.....	138.5	135.6	152.5	94.38	97.17	92.33
Electrical apparatus and supplies.....	132.8	132.1	135.0	81.41	80.27	78.20
Heavy electrical machinery.....	110.9	110.0	123.9	87.56	87.40	84.18
Telecommunication equipment.....	203.6	204.2	205.7	79.18	77.63	75.47
Non-metallic mineral products.....	140.0	133.7	129.1	78.32	78.54	75.45
Clay products.....	101.9	99.6	98.4	72.66	71.52	70.59
Glass and glass products.....	144.4	140.7	133.2	75.69	77.57	71.70
Products of petroleum and coal.....	139.4	138.5	138.9	111.23	112.50	102.86
Chemical products.....	126.6	125.2	131.8	85.52	85.85	83.05
Medicinal and pharmaceutical preparations.....	118.7	119.3	120.2	75.32	75.69	73.76
Acids, alkalis and salts.....	140.7	140.8	150.2	97.78	99.33	93.81
Miscellaneous manufacturing industries.....	125.5	123.8	118.4	67.16	66.15	64.22
Construction	118.7	107.1	115.9	75.60	73.11	74.19
Building and general engineering.....	119.6	107.9	119.1	82.76	78.34	81.41
Highways, bridges and streets.....	117.4	106.0	110.8	63.84	64.53	61.76
Electric and motor transportation.....	126.4	125.3	122.6	76.31	76.62	73.12
Service	134.4	132.6	130.6	50.35	50.01	48.86
Hotels and restaurants.....	123.1	121.1	119.6	39.96	39.78	38.90
Laundries and dry cleaning plants.....	112.9	112.7	117.4	45.73	44.41	44.45
Industrial composite	115.6	113.7	114.6	73.26	72.60	70.35

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1959	Mar. 1959	Apr. 1958	Apr. 1959	Mar. 1959	Apr. 1958	Apr. 1959	Mar. 1959	Apr. 1958
Mining.....	no.	no.	no.	\$	\$	\$	\$	\$	\$
Metal mining.....	41.4	41.7	41.6	2.04	2.05	1.95	84.72	85.61	81.04
Gold.....	42.0	42.3	42.4	2.13	2.11	2.02	89.48	89.47	85.69
Other metal.....	42.9	43.1	43.4	1.61	1.60	1.59	69.13	69.02	68.88
Fuels.....	41.6	42.1	42.0	2.32	2.30	2.19	96.83	96.85	92.02
Coal.....	39.2	38.9	38.2	1.90	1.96	1.83	74.42	76.28	69.83
Oil and natural gas.....	38.9	35.4	37.8	1.72	1.70	1.70	66.84	60.06	64.30
Non-metal.....	39.7	43.1	39.2	2.22	2.20	2.10	88.13	94.91	82.52
Manufacturing.....	41.9	42.3	43.1	1.81	1.84	1.76	75.76	78.00	75.77
Durable goods.....	40.7	40.3	40.4	1.72	1.72	1.66	70.02	69.40	67.23
Non-durable goods.....	41.0	40.5	40.7	1.86	1.86	1.80	76.38	75.65	73.14
Food and beverages.....	40.3	40.1	40.1	1.58	1.58	1.53	63.65	63.25	61.23
Meat products.....	40.9	40.7	40.8	1.56	1.56	1.47	63.84	63.54	59.85
Canned and preserved fruits and vegetables.....	40.9	41.7	40.5	1.83	1.82	1.71	74.65	76.10	69.21
Grain mill products.....	39.4	38.4	39.3	1.40	1.41	1.35	55.41	54.12	53.06
Bread and other bakery products.....	41.1	40.9	42.5	1.62	1.62	1.58	66.72	66.11	67.32
Distilled liquors.....	42.8	43.1	42.6	1.41	1.41	1.32	60.20	60.85	56.32
Malt liquors.....	40.3	39.3	40.4	1.87	1.88	1.77	75.46	74.06	71.35
Tobacco and tobacco products.....	39.0	39.6	39.5	2.12	2.12	1.99	83.01	84.11	78.76
Rubber products.....	39.6	37.2	38.6	1.62	1.56	1.52	64.03	58.09	58.71
Leather products.....	41.3	41.3	39.8	1.79	1.78	1.68	73.87	73.62	66.67
Boots and shoes (except rubber).....	39.6	39.6	38.9	1.16	1.16	1.14	46.12	46.14	44.46
Textile products (except clothing).....	39.4	39.2	38.4	1.12	1.12	1.10	44.03	43.73	42.05
Cotton yarn and broad woven goods.....	42.0	41.7	41.0	1.29	1.29	1.24	54.08	53.70	50.88
Woollen goods.....	40.1	40.7	38.8	1.27	1.27	1.22	50.84	51.76	47.37
Synthetic textiles and silk.....	43.4	43.2	41.9	1.21	1.20	1.17	52.63	52.03	48.94
Clothing (textile and fur).....	43.3	42.3	42.9	1.37	1.38	1.32	59.39	58.50	56.71
Men's clothing.....	38.1	38.1	37.8	1.10	1.11	1.08	42.00	42.34	40.75
Women's clothing.....	37.5	38.2	37.2	1.12	1.13	1.08	41.96	43.16	40.32
Knit goods.....	37.6	37.3	37.3	1.16	1.17	1.14	43.57	43.54	42.45
*Wood products.....	40.0	39.4	39.0	1.04	1.04	1.03	41.67	41.11	40.09
Saw and planing mills.....	41.2	40.4	40.7	1.50	1.50	1.46	61.83	60.78	59.63
Furniture.....	40.4	39.7	40.0	1.60	1.61	1.57	64.76	63.88	62.84
Other wood products.....	42.5	41.7	42.1	1.37	1.36	1.33	58.13	56.91	56.12
Paper products.....	42.7	41.6	41.4	1.27	1.26	1.25	54.35	52.70	51.83
Pulp and paper mills.....	40.7	40.6	40.8	1.99	1.98	1.93	80.99	80.45	78.70
Other paper products.....	40.6	40.6	40.6	2.14	2.13	2.07	86.74	86.51	84.16
Printing, publishing and allied industries.....	40.9	40.4	41.2	1.57	1.56	1.53	64.38	63.24	62.87
*Iron and steel products.....	39.6	39.6	39.4	2.07	2.07	1.99	81.84	81.90	78.52
Agricultural implements.....	41.0	40.5	40.3	1.99	1.99	1.90	81.67	80.74	76.53
Fabricated and structural steel.....	41.8	41.5	40.5	2.03	2.02	1.91	84.73	84.05	77.19
Hardware and tools.....	41.7	40.6	40.1	1.94	1.92	1.86	81.06	77.98	74.63
Heating and cooking appliances.....	41.6	41.3	40.8	1.73	1.71	1.66	71.94	70.89	67.85
Iron castings.....	40.6	39.4	40.7	1.71	1.70	1.64	69.26	67.06	66.79
Machinery, Industrial.....	41.3	40.3	39.8	1.90	1.90	1.83	78.49	76.58	72.91
Primary iron and steel.....	41.4	40.5	41.0	1.87	1.85	1.80	77.30	74.89	73.68
Sheet metal products.....	40.2	40.2	39.6	2.34	2.36	2.22	93.94	95.16	87.79
*Transportation equipment.....	40.7	40.5	40.1	1.94	1.93	1.84	78.84	78.13	73.86
Aircraft and parts.....	41.0	40.5	41.1	1.97	1.96	1.88	80.67	79.42	77.47
Motor vehicles.....	40.7	41.3	42.6	1.95	1.96	1.93	79.35	80.75	82.09
Motor vehicle parts and accessories.....	41.1	39.9	40.7	2.15	2.13	2.03	88.26	84.82	82.78
Railroad and rolling stock equipment.....	41.1	40.6	40.3	1.95	1.94	1.90	80.18	78.56	76.37
Shipbuilding and repairing.....	39.9	40.4	39.7	1.91	1.90	1.80	76.31	76.78	71.54
*Non-ferrous metal products.....	42.1	40.4	41.8	1.90	1.90	1.81	80.11	76.73	75.78
Aluminum products.....	40.4	40.2	40.3	1.98	2.04	1.95	80.25	81.88	78.42
Brass and copper products.....	41.4	40.8	40.7	1.73	1.73	1.67	71.74	70.60	67.85
Smelting and refining.....	40.2	40.2	39.3	1.86	1.86	1.77	74.77	74.80	69.68
*Electrical apparatus and supplies.....	40.3	40.1	40.5	2.20	2.30	2.13	88.79	92.29	86.35
Heavy electrical machinery and equipment.....	40.4	40.0	40.0	1.78	1.76	1.72	71.83	70.42	69.00
Telecommunication equipment.....	39.7	39.9	39.6	1.98	1.97	1.92	78.52	78.72	75.99
Refrigerators, vacuum cleaners and appliances.....	40.2	39.6	39.9	1.61	1.59	1.54	64.85	63.02	61.25
Wire and cable.....	41.4	40.2	40.7	1.74	1.77	1.72	72.14	71.27	69.88
Miscellaneous electrical products.....	42.0	40.6	41.0	1.96	1.91	1.88	82.40	77.61	77.00
*Non-metallic mineral products.....	40.4	40.0	39.7	1.69	1.66	1.64	68.26	66.24	65.19
Clay products.....	42.7	42.6	42.7	1.73	1.74	1.66	73.78	74.27	71.10
Glass and glass products.....	41.6	41.0	42.2	1.61	1.61	1.55	66.99	65.98	65.58
Products of petroleum and coal.....	42.4	43.3	41.6	1.71	1.73	1.63	72.33	74.98	67.93
Chemical products.....	41.2	41.6	40.8	2.43	2.46	2.27	100.12	102.53	92.53
Medicinal and pharmaceutical preparations.....	40.8	40.8	41.1	1.84	1.86	1.80	75.03	75.67	74.02
Acids, alkalis and salts.....	40.3	40.2	40.8	1.43	1.43	1.41	57.48	57.46	57.49
Miscellaneous manufacturing industries.....	41.0	41.6	41.4	2.17	2.20	2.07	88.94	91.57	85.74
Construction.....	41.4	40.5	41.2	1.42	1.41	1.38	58.58	57.31	56.69
Building and general engineering.....	39.5	37.7	40.3	1.84	1.83	1.78	72.81	69.01	71.77
Highways, bridges and streets.....	40.0	37.4	41.0	1.99	1.97	1.93	79.55	73.75	79.17
Electric and motor transportation.....	38.6	38.4	39.1	1.55	1.56	1.47	59.67	60.09	57.48
Service.....	43.7	44.2	43.8	1.73	1.73	1.66	75.71	76.43	72.58
Hotels and restaurants.....	39.7	39.3	39.7	1.00	1.00	0.97	39.63	39.13	38.67
Laundries and dry cleaning plants.....	39.4	39.0	39.4	0.98	0.98	0.96	38.68	38.24	37.78
	41.4	40.9	40.6	0.97	0.96	0.96	40.12	39.42	38.89

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
Monthly Average 1954.....	40.7	\$ 1.41	\$ 57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.9
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Last Pay Period in:						
1958 April.....	40.4	1.66	67.23	161.1	125.2	128.7
May.....	40.7	1.67	68.05	163.0	125.1	130.3
June.....	40.5	1.67	67.47	161.6	125.1	129.2
July.....	40.3	1.66	66.86	160.2	124.7	128.5
August.....	40.6	1.64	66.58	159.5	125.2	127.4
September.....	40.7	1.64	66.91	160.3	125.6	127.6
October.....	40.8	1.66	67.52	161.8	126.0	128.4
November.....	40.9	1.67	68.43	163.9	126.3	129.8
December.....	40.7*	1.71	69.60*	166.7	126.2	132.1
1959 January.....	40.6	1.70	69.28	166.0	126.1	131.6
February.....	40.9	1.71	69.81	167.2	125.7	133.0
March.....	40.3	1.72	69.40	166.3	125.5	132.5
April (1).....	40.7	1.72	70.02	167.8	125.4	133.8

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December 1958 are 37.3 and \$63.71.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment(2)		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
July 1, 1953.....	21,229	20,083	41,317	124,396	55,918	180,314
July 1, 1954.....	13,251	14,417	27,668	201,931	81,112	283,043
July 1, 1955.....	18,741	17,392	36,133	152,711	77,865	230,576
July 1, 1956.....	40,016	22,292	62,308	116,849	72,618	189,467
July 1, 1957.....	21,843	17,643	39,486	180,521	85,981	266,502
July 1, 1958.....	11,011	13,040	24,051	348,074	155,231	503,305
August 1, 1958.....	11,505	11,858	23,363	252,853	119,157	372,010
September 1, 1958.....	10,012	13,446	23,458	237,319	106,423	343,742
October 1, 1958.....	9,385	11,430	20,815	228,426	107,123	335,549
November 1, 1958.....	7,319	9,552	16,871	255,451	115,711	371,162
December 1, 1958.....	11,579	9,752	21,331	293,050	126,341	455,391
January 1, 1959.....	8,643	8,549	17,192	562,257	158,163	720,420
February 1, 1959.....	9,425	9,295	18,720	615,788	175,574	791,362
March 1, 1959.....	9,007	10,816	19,823	623,338	174,787	798,125
April 1, 1959.....	11,740	13,399	25,139	611,941	169,625	781,566
May 1, 1959.....	16,883	16,280	33,163	498,897	161,742	660,639
June 1, 1959(1).....	19,758	18,044	37,802	342,605	140,615	483,220
July 1, 1959(1).....	14,579	16,464	31,043	193,774	114,377	308,151

* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

(2) From December 1, 1958 registration figures during the seasonal benefit period do not include claimants for fishing benefits. As figures for December 1, 1957 to July 1, 1958 did include claimants for fishing benefits, they have been adjusted.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MAY 29, 1959⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				April 30, 1959	May 30, 1958		
Agriculture, Fishing, Trapping	1,892	304	2,196	+	916	+	23
Forestry	1,218	13	1,231	-	268	+	493
Mining, Quarrying and Oil Wells	1,125	52	1,177	-	15	+	65
Metal Mining	714	12	726	-	68	+	396
Fuels	231	22	253	-	31	-	311
Non-Metal Mining	115	3	118	+	70	-	10
Quarrying, Clay and Sand Pits	23	3	26	+	12	+	23
Prospecting	42	12	54	+	2	-	33
Manufacturing	4,713	2,389	7,102	+	969	+	2,060
Foods and Beverages	792	274	1,056	+	279	+	462
Tobacco and Tobacco Products	17	11	28	+	6	+	9
Rubber Products	32	42	74	-	1	+	39
Leather Products	56	148	204	-	6	+	61
Textile Products (except clothing)	113	164	277	+	67	+	102
Clothing (textile and fur)	125	854	979	+	31	+	93
Wood Products	625	85	710	+	155	+	275
Paper Products	201	64	265	+	14	+	125
Printing, Publishing and Allied Industries	208	143	351	+	109	+	8
Iron and Steel Products	702	144	846	+	84	+	198
Transportation Equipment	537	65	602	-	65	+	38
Non-Ferrous Metal Products	255	54	309	+	79	+	148
Electrical Apparatus and Supplies	307	112	419	+	16	+	212
Non-Metallic Mineral Products	208	40	248	+	23	+	97
Products of Petroleum and Coal	139	16	155	+	94	+	28
Chemical Products	274	78	352	+	68	+	66
Miscellaneous Manufacturing Industries	122	105	227	+	16	+	99
Construction	2,023	133	2,156	+	378	-	755
General Contractors	1,407	88	1,495	+	249	-	879
Special Trade Contractors	616	45	661	+	129	+	124
Transportation, Storage and Communication	1,449	404	1,853	+	440	-	30
Transportation	1,100	196	1,296	+	191	-	106
Storage	39	23	62	-	21	+	18
Communication	310	185	495	+	270	+	58
Public Utility Operation	106	43	149	+	3	-	103
Trade	2,554	2,679	5,233	+	431	+	1,230
Wholesale	827	618	1,445	+	87	+	433
Retail	1,727	2,061	3,788	+	344	+	797
Finance, Insurance and Real Estate	728	899	1,627	+	105	+	425
Service	5,035	11,346	16,381	+	3,108	+	2,326
Community or Public Service	767	2,279	3,046	+	416	+	430
Government Service	2,325	601	2,926	+	841	+	313
Recreation Service	213	129	342	+	113	+	28
Business Service	930	527	1,457	+	544	+	348
Personal Service	800	7,810	8,610	+	1,194	+	1,207
GRAND TOTAL	20,843	18,262	39,105	+	6,067	+	5,734

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT MAY 23, 1959⁽¹⁾

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	3,708	1,755	5,463	9,136	2,195	11,331
Clerical Workers.....	1,418	4,266	5,684	16,453	49,256	65,709
Sales Workers.....	1,436	1,230	2,666	6,591	16,879	23,470
Personal and Domestic Service Workers.....	1,376	8,496	9,872	34,210	22,189	56,399
Seamen.....	2	.....	2	1,661	3	1,664
Agriculture, Fishing, Forestry (Ex. log.).....	2,394	117	2,511	3,109	562	3,671
Skilled and Semiskilled Workers.....	6,622	1,461	8,083	162,811	24,559	187,370
Food and kindred products (incl. tobacco).....	89	16	105	1,321	898	2,219
Textiles, clothing, etc.....	131	1,009	1,140	4,253	15,382	19,635
Lumber and lumber products.....	1,283	3	1,286	26,970	171	27,141
Pulp, paper (incl. printing).....	62	18	80	1,228	598	1,826
Leather and leather products.....	51	92	143	1,180	1,201	2,381
Stone, clay and glass products.....	31	2	33	467	61	528
Metalworking.....	664	16	680	16,200	1,048	17,248
Electrical.....	154	14	168	3,353	1,217	4,570
Transportation equipment.....	8	.....	8	1,146	39	1,185
Mining.....	284	.....	284	3,419	.....	3,419
Construction.....	1,072	.....	1,072	36,521	7	36,528
Transportation (except seamen).....	856	16	872	30,400	164	30,564
Communications and public utility.....	29	.....	29	990	1	991
Trade and service.....	246	218	464	4,693	2,182	6,875
Other skilled and semiskilled.....	1,463	40	1,503	21,606	1,213	22,819
Foremen.....	74	10	84	3,602	362	3,964
Apprentices.....	125	7	132	5,462	15	5,477
Unskilled Workers.....	2,802	719	3,521	108,634	24,972	133,606
Food and tobacco.....	141	104	245	4,080	6,378	10,458
Lumber and lumber products.....	395	11	406	14,915	436	15,351
Metalworking.....	150	14	164	5,570	713	6,283
Construction.....	1,141	.....	1,141	52,088	1	52,089
Other unskilled workers.....	975	590	1,565	31,981	17,444	49,425
GRAND TOTAL.....	19,758	18,044	37,802	342,605	140,615	483,220

(¹) Preliminary—subject to revision.

(²) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT MAY 28, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) May 28, 1959	Previous Month April 30, 1959	Previous Year May 29, 1958	(1) May 28, 1959	Previous Month April 30, 1959	Previous Year May 29, 1958
Newfoundland	578	636	246	18,608	21,531	21,469
Corner Brook.....	21	18	5	4,186	5,826	5,641
Grand Falls.....	3	.....	13	1,504	2,821	2,080
St. John's.....	554	618	228	12,918	15,884	13,748
Prince Edward Island	139	217	126	2,597	4,676	2,759
Charlottetown.....	97	109	93	1,477	2,789	1,529
Summerside.....	42	108	33	1,120	1,887	1,230
Nova Scotia	961	866	773	21,606	31,080	26,014
Amherst.....	8	13	16	676	1,257	1,058
Bridgewater.....	35	38	16	757	1,872	1,369
Halifax.....	619	514	497	5,312	6,041	5,993
Inverness.....	.....	.....	.....	600	1,243	860
Kentville.....	116	76	61	2,433	3,352	3,106
Liverpool.....	8	9	15	524	773	635
New Glasgow.....	37	50	47	2,188	4,075	3,051
Springhill.....	6	.....	.....	1,197	1,610	1,032
Sydney.....	31	59	50	4,841	6,104	5,026
Truro.....	30	46	5	1,356	2,027	1,539
Yarmouth.....	71	61	66	1,722	2,726	2,345
New Brunswick	804	729	761	21,668	36,286	30,004
Bathurst.....	2	3	8	1,634	5,340	4,074
Campbellton.....	44	45	38	2,600	3,297	2,705
Edmundston.....	17	2	6	1,620	3,001	2,504
Fredericton.....	148	122	124	2,188	2,835	2,459
Minto.....	21	19	27	688	983	1,016
Moncton.....	320	307	325	3,838	8,168	6,134
Newcastle.....	1	7	6	2,712	3,541	3,180
Saint John.....	191	174	185	2,565	3,717	3,575
St. Stephen.....	16	16	8	1,768	2,091	2,076
Sussex.....	31	20	32	545	835	536
Woodstock.....	13	14	2	1,510	2,478	1,745
Quebec	8,973	7,475	6,008	167,137	227,452	197,030
Alma.....	38	21	98	2,529	3,298	2,096
Asbestos.....	28	8	13	757	934	1,160
Beauharnois.....	35	20	38	1,068	1,281	1,136
Buckingham.....	75	26	57	1,257	1,990	1,144
Causapscaal.....	14	386	1	2,524	3,803	3,095
Chandler.....	13	.....	6	1,537	2,355	1,527
Chicoutimi.....	99	96	123	2,129	3,249	2,033
Dolbeau.....	18	7	15	2,207	3,120	1,986
Drummondville.....	27	40	23	1,970	2,448	2,192
Farnham.....	168	27	70	858	1,228	1,047
Forestville.....	386	801	21	2,170	3,418	2,564
Gaspé.....	16	5	20	1,775	2,440	1,446
Granby.....	59	43	78	1,209	2,631	1,821
Hull.....	121	102	62	1,983	3,928	3,317
Joliette.....	117	81	140	3,167	4,596	3,655
Jonquière.....	91	100	66	2,654	3,519	2,551
Lachute.....	30	35	41	721	1,068	800
La Malbaie.....	60	31	18	1,654	2,951	1,871
La Tuque.....	179	199	313	830	1,342	1,001
Lévis.....	102	208	122	3,789	5,091	3,839
Louiseville.....	15	26	44	1,014	1,712	1,342
Magog.....	.....	2	.....	384	795	950
Maniwaki.....	21	1	16	773	1,664	1,486
Matane.....	12	16	12	1,856	4,521	3,781
Mégantic.....	3	16	10	1,297	1,826	1,530
Mont-Laurier.....	6	8	3	879	1,659	1,342
Montmagny.....	28	18	13	1,996	2,860	2,255
Montreal.....	4,625	3,029	2,184	59,133	66,233	68,200
New Richmond.....	8	11	1	1,454	2,456	1,934
Port Alfred.....	12	4	7	982	1,462	1,102
Quebec.....	773	726	697	12,132	15,772	13,002
Rimouski.....	137	95	76	3,497	5,256	4,128
Rivière du Loup.....	66	18	142	3,505	7,031	5,089
Roberval.....	30	86	17	1,763	2,354	1,821
Rouyn.....	19	14	70	4,291	5,516	5,254
Ste. Agathe.....	39	15	79	822	1,714	781
Ste. Anne de Bellevue.....	79	67	81	816	1,054	977
Ste. Thérèse.....	25	35	55	1,541	2,015	1,509
St. Hyacinthe.....	70	106	329	1,172	2,117	2,184
St. Jean.....	65	89	55	1,693	2,334	2,037
St. Jérôme.....	112	73	41	880	1,855	1,545
Sept-Îles.....	212	85	62	1,737	2,163	1,877
Shawinigan.....	29	14	22	5,135	6,879	5,540
Sherbrooke.....	209	169	136	4,413	5,965	5,816
Sorel.....	83	73	45	2,406	3,000	2,178
Theftford Mines.....	67	69	97	2,097	2,787	1,892
Trois-Rivières.....	243	256	169	4,157	5,841	4,997
Val d'Or.....	25	22	9	1,635	3,431	3,311

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT MAY 28, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) May 28, 1959	Previous Month April 30, 1959	Previous Year May 29, 1958	(1) May 28, 1959	Previous Month April 30, 1959	Previous Year May 29, 1958
Quebec—Cont'd.						
Valleyfield.....	35	31	23	2,101	2,873	2,224
Victoriaville.....	33	15	54	1,709	2,348	2,535
Ville St. Georges.....	216	50	133	3,079	5,269	4,130
Ontario.	12,146	10,980	10,069	147,292	196,934	185,473
Arnprior.....	105	65	59	227	385	282
Barrie.....	49	17	119	1,086	1,447	991
Belleville.....	91	49	27	1,523	2,182	2,073
Bracebridge.....	263	210	159	800	1,677	868
Brampton.....	82	56	36	2,002	2,816	995
Brantford.....	125	73	64	1,639	2,069	2,991
Brockville.....	33	34	23	353	677	469
Carleton Place.....	18	12	15	250	433	313
Chatham.....	547	73	220	2,028	2,319	2,918
Cobourg.....	15	22	12	586	747	763
Collingwood.....	24	11	50	599	951	530
Cornwall.....	168	185	86	2,989	4,034	3,658
Elliott Lake.....	244	269		643	675	
Fort Erie.....	24	11	18	505	607	640
Fort Frances.....	45	55	39	432	812	574
Fort William.....	79	102	381	1,952	2,931	2,003
Galt.....	112	127	53	1,179	1,343	1,735
Gananoque.....	18	20	12	184	312	321
Goderich.....	40	55	29	247	445	450
Guelph.....	51	61	34	1,463	1,848	1,797
Hamilton.....	786	799	494	11,480	13,287	15,630
Hawkesbury.....	21	16	24	741	1,281	917
Ingersoll.....	119	57	61	657	621	752
Kapuskasing.....	27	27	31	1,231	2,041	1,423
Kenora.....	34	71	52	463	1,107	655
Kingston.....	101	145	109	1,699	2,209	1,803
Kirkland Lake.....	83	33	51	986	2,017	1,431
Kitchener.....	142	179	171	1,617	2,226	2,870
Learnington.....	34	37	46	1,001	1,027	1,199
Lindsay.....	17	11	14	648	888	554
Listowel.....	25	43	56	242	439	362
London.....	704	620	540	3,773	4,530	4,758
Long Branch.....	284	251	148	2,836	4,129	3,638
Midland.....	54	36	30	413	1,051	531
Napanee.....	5	9	11	465	655	668
Newmarket.....	80	74	48	1,129	1,485	1,089
Niagara Falls.....	73	62	124	2,055	2,648	2,611
North Bay.....	41	31	266	1,513	2,598	2,365
Oakville.....	113	104	73	653	829	688
Orillia.....	35	32	21	547	1,144	1,016
Oshawa.....	170	204	113	2,221	3,768	3,716
Ottawa.....	1,302	1,155	1,191	4,719	6,064	5,518
Owen Sound.....	28	22	11	1,054	1,795	1,789
Parry Sound.....	1	2	1	386	719	245
Pembroke.....	123	187	186	1,385	2,168	2,085
Perth.....	25	25	42	463	751	572
Peterborough.....	202	86	169	2,472	3,637	3,901
Pictou.....	17	10	19	266	434	371
Port Arthur.....	266	331	639	3,312	5,527	4,135
Port Colborne.....	12	9	19	800	1,137	1,077
Prescott.....	29	13	25	643	1,043	801
Renfrew.....	10	9	1	441	879	802
St. Catharines.....	185	161	184	2,659	4,464	4,522
St. Thomas.....	86	45	54	924	944	1,252
Sarnia.....	48	46	89	2,156	2,585	2,402
Sault Ste. Marie.....	296	243	257	2,223	3,117	2,670
Simcoe.....	94	56	42	680	1,018	1,013
Sioux Lookout.....	5	5	10	315	395	192
Smiths Falls.....	43	32	17	313	532	424
Stratford.....	62	55	34	836	990	1,031
Sturgeon Falls.....	12	6	10	1,103	1,406	1,209
Sudbury.....	253	237	197	4,285	5,866	5,643
Timmins.....	121	74	263	2,505	3,563	2,648
Toronto.....	3,166	3,196	2,234	41,505	49,487	46,757
Trenton.....	58	44	63	704	887	837
Walkerton.....	51	45	48	436	765	430
Wallaceburg.....	8	3	3	427	643	527
Welland.....	17	28	38	1,749	2,219	2,904
Weston.....	226	234	134	4,007	5,225	2,451
Windsor.....	241	202	143	6,867	9,264	13,100
Woodstock.....	78	71	27	630	720	1,118
Manitoba.	3,165	2,989	2,185	17,713	25,042	22,090
Brandon.....	276	324	181	1,350	2,187	1,662
Dauphin.....	17	25	21	950	1,688	1,165
Flin Flon.....	35	43	69	226	331	242
Portage la Prairie.....	71	106	70	780	1,106	991
The Pas.....	64	108	43	405	556	350
Winnipeg.....	2,702	2,383	1,801	14,002	19,174	17,740

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT MAY 23, 1959

(Source: U.I.C. 757)

Office	Unfilled Vacancies(?)			Registrations		
	(1) May 23, 1959	Previous Month April 30, 1959	Previous Year May 29, 1958	(1) May 23, 1959	Previous Month April 30, 1959	Previous Year May 29, 1958
Saskatchewan	1,376	1,332	1,222	10,806	18,223	13,192
Estevan.....	52	80	76	322	412	375
Lloydminster.....	14			235		
Moose Jaw.....	178	213	206	707	1,200	934
North Battleford.....	40	66	62	582	1,549	1,103
Prince Albert.....	84	97	99	1,747	2,613	1,983
Regina.....	523	299	317	2,234	4,275	3,218
Saskatoon.....	297	351	278	2,396	3,985	2,756
Swift Current.....	83	129	49	378	781	470
Weyburn.....	29	30	50	236	404	256
Yorkton.....	76	117	85	1,969	3,004	2,097
Alberta	5,829	5,097	5,365	21,531	32,227	28,620
Blairmore.....	5	5	16	683	756	923
Calgary.....	1,575	1,687	1,150	5,049	7,816	6,733
Drumheller.....	28	25	12	587	827	612
Edmonton.....	2,547	2,740	2,675	11,977	17,244	15,831
Edson.....	34	22	18	515	883	758
Lethbridge.....	1,290	304	1,084	1,145	2,200	1,750
Medicine Hat.....	245	209	325	566	633	814
Red Deer.....	105	105	85	1,009	1,568	1,199
British Columbia	3,831	2,792	3,094	54,262	64,188	74,517
Chilliwack.....	59	64	283	1,005	1,295	1,706
Courtenay.....	49	19	11	762	852	1,441
Cranbrook.....	19	15	24	842	1,239	1,250
Dawson Creek.....	14	23	38	1,505	2,249	1,845
Duncan.....	31	24	13	522	659	1,415
Kamloops.....	39	38	24	1,093	2,021	2,326
Kelowna.....	29	27	20	1,048	1,337	1,240
Kitimat.....	4	7	14	248	295	453
Mission City.....	32	26	39	829	949	1,205
Nanaimo.....	41	29	20	915	1,040	2,106
Nelson.....	38	19	29	808	1,147	1,267
New Westminster.....	260	263	206	6,805	7,946	8,238
Penticton.....	41	36	14	1,292	1,493	1,385
Port Alberni.....	14	25	26	745	881	1,264
Prince George.....	125	83	86	3,075	4,093	3,580
Prince Rupert.....	36	15	26	1,135	1,781	1,490
Princeton.....	11	8	4	313	488	363
Trail.....	60	47	24	987	1,257	1,184
Vancouver.....	2,552	1,519	1,855	24,213	26,144	33,449
Vernon.....	75	50	40	1,510	2,036	1,746
Victoria.....	261	270	259	4,117	4,276	5,083
Whitehorse.....	41	185	39	498	710	481
Canada	37,802	33,163	29,849	483,220	660,639	601,168
Males.....	19,758	16,883	15,172	342,605	498,897	444,584
Females.....	18,044	16,280	14,677	140,615	161,742	156,584

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1954—1959

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	193,886	287,112	181,772	116,474
1958 (5 months).....	292,479	192,871	99,608	20,609	74,521	105,584	64,505	27,260
1959 (5 months).....	347,614	238,230	109,384	24,434	89,634	122,938	78,475	32,133

E—Unemployment Insurance

TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, MAY 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	21.2	84,847	1,825,946
Prince Edward Island.....	3.5	13,909	266,844
Nova Scotia.....	29.1	116,471	2,348,537
New Brunswick.....	30.5	121,758	2,492,689
Quebec.....	167.1	668,344	14,235,561
Ontario.....	140.9	563,708	11,441,206
Manitoba.....	18.0	72,008	1,408,325
Saskatchewan.....	11.9	47,479	959,935
Alberta.....	20.8	83,334	1,760,936
British Columbia.....	42.8	171,349	3,706,302
Total, Canada, May 1959.....	485.8	1,943,207	40,446,281
Total, Canada, April 1959.....	640.2	2,817,049	59,964,585
Total, Canada, May 1958.....	582.8	2,447,879	51,652,555

TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, MAY 29, 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percent- age Postal	May 31, 1958 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	279,431	NOT AVAILABLE							37.4	551,103
Male.....	190,483								42.0	409,051
Female.....	88,948								27.6	142,052
Excluding T.....	249,105	57,241	23,196	38,696	32,270	27,523	22,044	48,135	37.0	495,201
Prairie M.....	170,040	39,152	15,881	27,154	23,303	19,424	14,258	30,868	41.3	368,084
Provinces F.....	79,065	18,089	7,315	11,542	8,967	8,099	7,786	17,267	27.8	127,117
Newfoundland.....	9,122	1,822	740	1,422	938	1,156	1,131	1,913	77.6	21,890
Male.....	8,118	1,667	678	1,293	828	1,014	992	1,646	81.7	20,497
Female.....	1,004	155	62	129	110	142	139	267	44.4	1,393
Prince Edward Island.....	1,032	134	73	141	90	129	145	320	66.8	2,515
Male.....	753	87	52	102	74	92	110	236	73.0	1,972
Female.....	279	47	21	39	16	37	35	84	49.8	543
Nova Scotia.....	13,782	3,125	1,186	2,060	1,435	1,382	1,348	3,246	42.2	27,760
Male.....	11,190	2,661	978	1,754	1,132	1,100	1,022	2,543	42.7	23,377
Female.....	2,592	464	208	306	303	282	326	703	40.2	4,383
New Brunswick.....	12,715	2,185	1,232	2,515	1,894	1,373	1,184	2,332	58.8	28,292
Male.....	10,150	1,690	1,042	2,153	1,636	1,096	939	1,694	63.0	23,894
Female.....	2,565	495	190	362	258	277	345	638	41.9	4,398
Quebec.....	93,431	19,736	8,901	15,082	13,344	10,826	8,422	17,120	38.4	183,739
Male.....	66,197	12,986	6,077	10,923	10,472	8,272	6,054	11,413	44.1	139,623
Female.....	27,234	6,750	2,824	4,159	2,872	2,554	2,368	5,707	24.4	44,116
Ontario.....	91,193	22,807	8,190	12,840	11,553	10,281	7,567	17,955	28.8	167,169
Male.....	55,516	14,644	5,001	7,603	7,323	6,477	4,105	10,363	29.7	110,894
Female.....	35,677	8,163	3,189	5,237	4,230	3,804	3,462	7,592	27.5	56,275
Manitoba.....	9,586								28.0	20,373
Male.....	5,861								33.9	13,937
Female.....	3,725								18.7	6,436
Saskatchewan.....	5,883								50.6	11,062
Male.....	3,756								58.1	7,982
Female.....	2,127								37.4	3,080
Alberta.....	14,857								44.1	24,467
Male.....	10,826								51.0	19,048
Female.....	4,031								25.5	5,419
British Columbia.....	27,830	7,432	2,874	4,636	3,016	2,376	2,247	5,249	32.6	63,836
Male.....	18,116	5,417	2,053	3,326	1,838	1,373	1,136	2,973	34.5	47,827
Female.....	9,714	2,015	821	1,310	1,178	1,003	1,111	2,276	29.1	16,009

NOTE: Figures for May 29, 1959 pertain to regular claimants only; those for May 31, 1958 to include seasonal benefit claimants. The period during which seasonal benefit is payable ended May 16 this year but was extended to June 28 in 1958.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
MAY, 1959**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	4,433	3,714	719	4,505	3,692	813	1,756
Prince Edward Island.....	363	280	83	457	387	70	35
Nova Scotia.....	10,818	3,747	7,071	11,529	10,314	1,215	979
New Brunswick.....	5,069	3,989	1,080	5,833	4,873	960	993
Quebec.....	41,040	28,823	12,217	45,903	38,063	7,840	7,531
Ontario.....	45,277	28,014	17,263	47,116	37,419	9,697	9,238
Manitoba.....	4,366	3,125	1,241	4,764	3,707	1,057	575
Saskatchewan.....	2,442	1,841	601	2,802	2,045	757	481
Alberta.....	6,269	4,395	1,874	7,536	6,167	1,369	1,461
British Columbia.....	14,312	9,069	5,243	15,269	11,930	3,339	3,037
Total, Canada, May 1959.....	134,389	86,907	47,392	145,714	118,597	27,117	26,086
Total, Canada, April 1959.....	206,947	144,232	62,715	229,999	199,733	30,266	37,411
Total, Canada, May 1958.....	165,075	106,847	58,228	172,006	150,893	21,113	41,891

* In addition, revised claims received numbered 30,887.

† In addition, 30,578 revised claims were disposed of. Of these, 2,361 were special requests not granted and 1,142 were appeals by claimants. There were 5,277 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1959—April.....	4,131,500	3,520,700	610,800
March.....	4,239,000	3,472,100	766,900
February.....	4,248,000	3,452,000	796,000
January.....	4,169,000	3,383,900	785,100
1958—December.....	4,177,000	3,462,000	715,000
November.....	3,972,000	3,552,800	419,200
October.....	3,901,000	3,577,500	323,500
September.....	3,907,000	3,624,400	282,600
August.....	3,919,000	3,624,400	294,600
July.....	3,931,000	3,630,200	300,800
June.....	4,055,000	3,609,500	445,500
May.....	4,059,000	3,507,900	551,100
April.....	4,107,000	3,384,700	722,300

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1958—July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.9	139.1	109.6	120.5	130.6
September.....	125.6	122.0	139.4	109.5	120.8	131.5
October.....	126.0	123.4	139.6	109.9	113.2	131.8
November.....	126.3	123.2	139.8	110.4	121.5	133.1
December.....	126.2	122.2	139.9	110.5	122.0	133.4
1959—January.....	126.1	122.3	140.2	109.2	121.8	133.4
February.....	125.7	121.2	140.2	108.8	122.0	133.4
March.....	125.5	120.0	140.3	109.4	122.3	133.4
April.....	125.4	119.3	140.5	109.6	122.6	133.7
May.....	125.6	118.5	141.0	109.7	122.5	134.9
June.....	125.9	119.1	141.5	109.2	122.5	135.4
July.....	125.9	119.2	141.7	109.7	122.7	130.4

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JUNE 1959

(1949 = 100)

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	June 1958	May 1959	June 1959					
(1) St. John's, Nfld.....	112.3	114.2	114.7	112.8	114.8	103.4	109.6	127.0
Halifax.....	122.4	125.4	125.6	115.2	133.4	118.5	129.1	138.2
Saint John.....	124.9	126.9	126.9	118.0	136.2	116.6	123.5	142.3
Montreal.....	125.2	125.9	126.1	122.5	144.5	105.0	119.6	136.4
Ottawa.....	125.4	126.0	126.2	117.3	146.8	112.5	121.4	136.3
Toronto.....	128.8	128.1	128.5	117.4	153.9	112.2	123.4	137.8
Winnipeg.....	123.3	122.8	123.1	117.9	131.9	115.1	118.8	131.8
Saskatoon—Regina.....	122.2	122.1	122.6	117.9	122.5	119.7	124.1	128.2
Edmonton—Calgary.....	121.9	122.0	122.2	116.1	125.2	117.6	121.7	131.6
Vancouver.....	125.1	126.8	127.1	120.6	137.9	114.6	129.9	135.2

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on this series see page 542, May issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1954-1959

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1954.....	156	174	62,250	1,475,200	0.15
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,881	0.14
*1958.....	251	260	107,497	2,879,120	0.24
*1958: June.....	21	40	7,845	106,435	0.11
July.....	26	46	6,078	84,336	0.08
August.....	25	54	18,495	255,360	0.25
September.....	26	56	48,444	491,280	0.49
October.....	19	48	41,537	857,390	0.85
November.....	28	49	26,898	281,525	0.28
December.....	5	31	18,129	243,105	0.24
*1959: January.....	14	38	13,739	158,730	0.16
February.....	9	29	7,068	123,175	0.12
March.....	16	31	20,973	95,430	0.10
April.....	12	22	8,747	72,340	0.07
May.....	20	32	5,359	60,825	0.06
June.....	30	43	8,432	57,320	0.06

* Preliminary.

TABLE G-2.—STRIKES AND LOCKOUTS, JUNE 1959, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	2	36	765
Fishing.....			
Mining.....	1	500	500
Manufacturing.....	22	5,550	49,480
Construction.....	11	1,939	5,160
Transportation, etc.....	2	55	190
Public utilities.....			
Trade.....	2	182	735
Service.....	3	170	490
All industries.....	43	8,432	57,320

TABLE G-3.—STRIKES AND LOCKOUTS, JUNE 1959, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	2	563	655
New Brunswick.....			
Quebec.....	10	3,350	13,455
Ontario.....	22	2,577	12,825
Manitoba.....	1	90	810
Saskatchewan.....	1	6	130
Alberta.....			
British Columbia.....	5	214	2,055
Federal.....	2	1,632	27,390
All jurisdictions.....	43	8,432	57,320

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, June 1959

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues ~ Result
			June	Accumulated	Termination Date	
MINING— Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. Loc. 4535 (Ind.)	500	500	500	June 12 June 15	Refusal to work on a prescribed holiday~ Return of workers.
MANUFACTURING— <i>Food Products—</i> Catelli Food Products, Laprairie and Montreal,	Bakery Wkrs. Loc. 333 (CLC)	455	5,005	5,005	June 18	Seniority, union shop~
Canada Bread, Toronto, Ont.	Teamsters Loc. 647 (CLC)	133	130	130	June 25 June 26	Alleged delay in conciliation proceedings~ Return of workers pending conciliation proceedings.
<i>Rubber Products—</i> Dunlop of Canada, Toronto, Ont.	Rubber Wkrs. Loc. 132 (AFL-CIO/CLC)	163	815	1,140	May 27 June 8	Disciplinary action against one worker~ Return of workers.
Dominion Rubber Co., St. Jerome, Que.	St. Jerome Rubber Workers Federal Union Loc. 144 (CLC)	1,000	1,000	1,000	June 5 June 8	Alleged failure to consider grievances~ Return of workers pending negotiations.
Brinton-Peterboro Carpet Co., Peterborough, Ont.	Textile Wkrs. Loc. 822 (AFL-CIO/CLC)	215	215	215	June 25 June 26	Working conditions~ Return of workers pending further negotiations.
<i>Wood Products—</i> Atlas Bedding, Montreal, Que.	Upholsterers Loc. 302 (AFL-CIO/CLC)	132	860	860	June 1 June 9	Alleged violation of existing agreement~ Adjustments made according to terms of agreement.
<i>Iron and Steel Products—</i> W. C. Wood Co., Guelph, Ont.	United Electrical Wkrs. Loc. 544 (Ind.)	124	2,725	7,635	Apr. 3	Cost of living, seniority rates, bonus system~
John Inglis, Toronto, Ont.	Steelworkers Loc. 4193 (AFL-CIO/CLC)	251	375	375	June 12 June 16	Suspension of one worker~ Return of workers.
<i>Transportation Equipment</i> Studebaker-Packard of Canada, Hamilton, Ont.	Auto Wkrs. Loc. 525 (AFL-CIO/CLC)	485	2,425	12,610	May 13 June 8	Wages~Progressive wage increase totalling 18-26¢ an hour over three year period.
Canadian Vickers, Montreal, Que.	Four unions (AFL-CIO/CLC)	451	1,805	1,805	June 19 June 25	Retroactivity of wage increase~4¢ an hour retroactive to March 6, 1959; 1¢ June 26, 1959; 7¢ November 1, 1959; Reduction in hours from 42½ to 41½, with same take-home pay August 1, 1960.
<i>Electrical Apparatus and Supplies—</i> Robbins & Myers Co. of Canada, Brantford, Ont.	Auto Wkrs. Loc. 397 (AFL-CIO/CLC)	128	2,770	3,735	May 21	Wages~
<i>Chemical Products—</i> Polymer Corporation, Sarnia Ont.	Oil, Chemical Wkrs. Loc. 16-14 (AFL-CIO/CLC)	1,605	27,285	103,975	Mar. 18 June. 24	Wages, working conditions~9¢ an hour increase, retroactive pay, improved vacation provisions.
CONSTRUCTION— Anglin-Norecross, Blenheim, Ont.	Hod Carriers Loc. 749 (AFL-CIO/CLC)	315	155	155	June 16 June 16	Working conditions~ Return of workers pending further negotiations.
Plastering Contractors, Ottawa, Ont.	Plasterers Loc. 124 (AFL-CIO/CLC)	200	400	400	June 29	Retroactive pay~
Lummus Co. of Canada, Montreal, Que.	Teamsters Loc. 106 (CLC)	1,113	2,225	2,225	June 29	Union recognition~

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1959

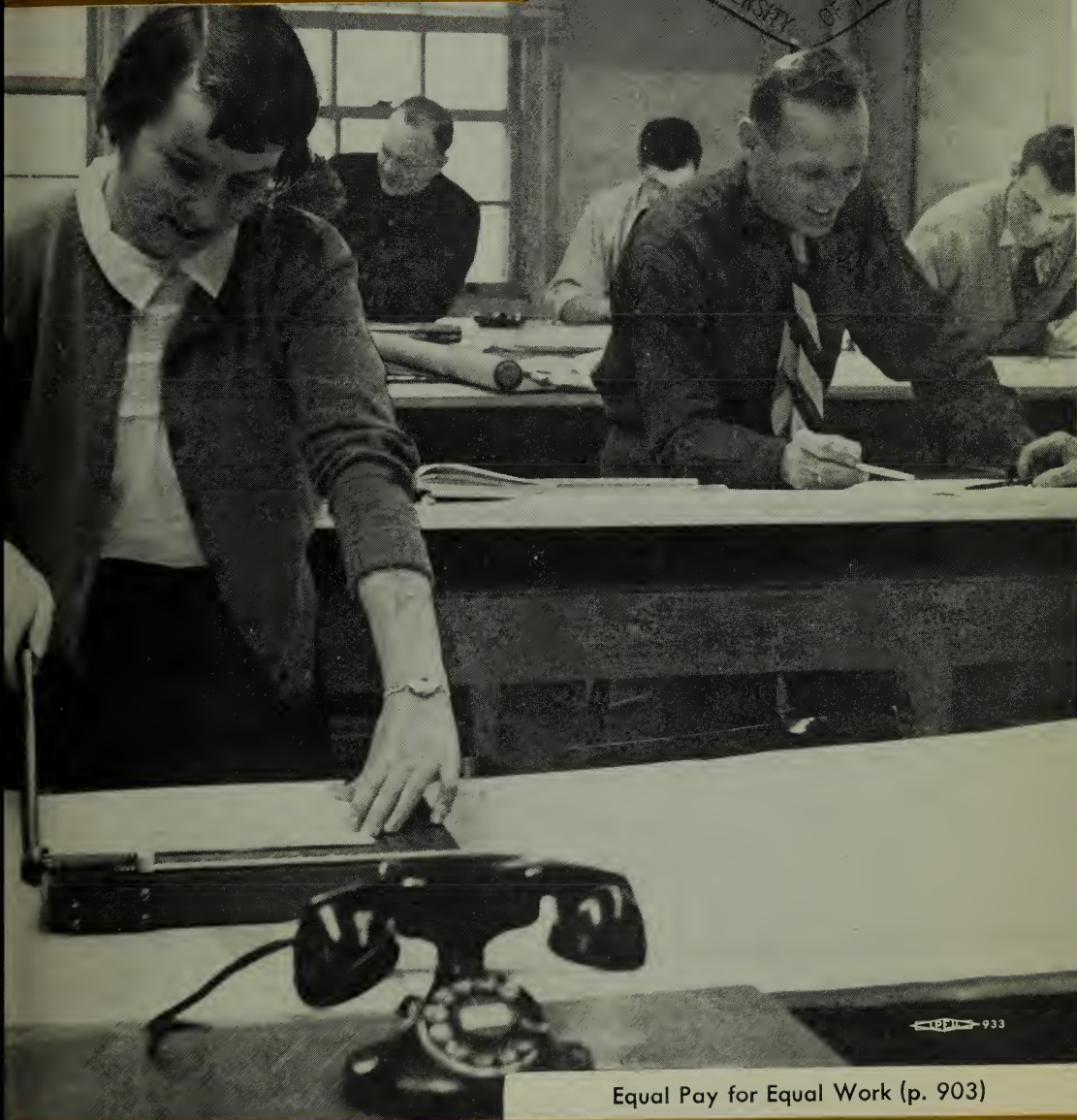
(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			June	Accumulated		
TRADE— Three Waste Paper Firms, Lakeview, Long Branch and Toronto, Ont.	Teamsters Loc. 938 (CLC)	124 (30)	620	2,355	May 12 June 8	Wages, retroactive pay ~ Wage increase, \$50.00 retroactive pay.
SERVICE— City of Cornwall, Cornwall, Ont.	National Union of Public Employees Loc. 234 (CLC)	130	195	195	June 22 June 23	Wages ~ Increase of 10¢ an hour retroactive to January 1, 1959, improved working condition.

Figures in parentheses show the number of workers indirectly affected.



THE ABOUT AZETTE



Equal Pay for Equal Work (p. 903)

Published Monthly by the
DEPARTMENT OF LABOUR
CANADA

Vol. LIX

No. 9

SEPTEMBER 30, 1959

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor
W. S. Drinkwater

Editor, French Edition
Guy de Merlis

Assistant Editor
W. R. Channon

Circulation Manager
J. E. Abbey

Cover Photograph
National Film Board

Vol. LIX, No. 9	CONTENTS	September 30, 1959
Employment Review		873
Collective Bargaining Review		886
Notes of Current Interest		892
Changes in Unemployment Insurance Act		899
Equal Pay for Equal Work		903
Vocational Training for Commercial, Other Occupations		906
Vocational Training in Agriculture in Canada		907
Earnings, Education of Engineering and Scientific Manpower		908
Are They a Better Employment Risk?		909
Women in Trade Unions		910
50 Years Ago This Month		911
Industrial Relations:		
Certification Proceedings		912
Conciliation Proceedings		915
Canadian Railway Board of Adjustment No. 1		935
Labour Law:		
Workmen's Compensation Legislation, 1959		937
Legal Decisions Affecting Labour		944
Unemployment Insurance:		
Monthly Report on Operation		950
Decisions of the Umpire		951
Labour Conditions in Federal Government Contracts		955
Prices and the Cost of Living		961
Publications Recently Received in Department's Library		963
Labour Statistics		968

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Current Situation

The labour market was relatively stable during August. After a rise of more than 650,000 in the previous four months, employment showed a moderate decline of some 20,000 between July and August. The number of persons without jobs and seeking work increased by a little more than half this amount and was some 15 per cent lower than a year earlier. This reduction in work-seekers mainly involved males and was distributed among men of all ages.

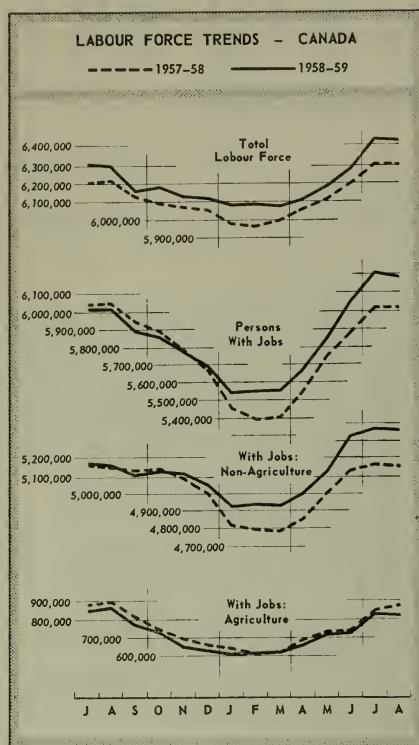
Those without jobs and seeking work numbered 239,000 in August, up from 228,000 in July. This unemployment indicator, at 3.7 per cent of the labour force, was still about midway between the corresponding figures of the last two years.

The increase in job seekers was distributed over all regions, and originated chiefly in manufacturing industries. The number of married job seekers rose by more than 20,000, which was partially offset by a decrease in the number of single unemployed.

A slight change in the over-all labour market situation is not unusual for this time of year. By August, most of the seasonal expansion in jobs and available workers has taken place and additional labour requirements (chiefly in agriculture and construction) are relatively small. The next seasonal movement of any consequence is the contraction of the labour force as students return to school in September. As usual, teen-agers began to withdraw in August.

In total, the labour force was estimated to be 6,425,000 in August, 119,000 more than a year earlier. Unlike last year, when women workers were responsible for 90 per cent of the over-all annual increase in the labour force, men accounted for half of the labour force growth between August 1958 and August this year. The number of teen-agers in the population grew at roughly the same rate as in the previous year, but a higher proportion of this growth was reflected in the labour force increase. Some 40,000 more teen-agers had jobs than a year earlier. In the corresponding period in 1957-58 there was a considerable drop in the number of teen-agers with jobs.

Industrial employment changes during the month were relatively small. An increase in jobs in manufacturing and in mining and quarrying was offset by losses in other industries, particularly construction, transportation and agriculture. Much of the decline in agricultural employment resulted from an early completion of some phases of the season's operations in British Columbia. Short-term layoffs were quite extensive in Ontario as consumer goods industries, particularly motor vehicle manufacturing, closed down to re-tool for the new production year.



In addition to those without jobs, there were an estimated 18,000 persons on temporary layoff during August. This number was one-third higher than a month earlier, Ontario accounting for all of the increase.

The mid-summer slackness in manufacturing was reflected in a moderate increase in short-time work; the number of workers on short-time was 32,000. The temporary layoff and short-time figures together were not much more than half of the corresponding total last year.

The duration of unemployment continued to fall. In August, an estimated 85,000 persons had been looking for work for less than one month, 113,000 had been seeking work for one to six months and 41,000 for more than six months. Long-term unemployment was concentrated most heavily in the older age groups. For all job seekers, the average length of time looking for work was just over four months, down from a peak of 5½ months in May and about 4½ months in August 1958.

A Review of Labour Market Developments

The middle of the third quarter, when employment is near its seasonal peak, is a convenient time to review the labour market developments of the past 12 months. At this time a year ago, it was clear that the recession was over and that employment had been on the upturn for some months. Up to that time, however, gains had been very modest, too small to make up fully for previous employment losses, far less to absorb the additional labour supply stemming from the continual growth in population. During the winter the usual layoffs were relatively light and in the spring of 1959, rehiring was much more vigorous than usual. As a result, employment recovered to its pre-recession peak and beyond (see chart). Unemployment dropped below the 1958 level, although it was still higher than in any other postwar year.

This is approximately the position of the labour market at the present time: non-farm employment is 4 per cent higher than last year and about the same percentage (seasonally adjusted) above the pre-recession peak in the fall of 1957. The number employed in agriculture has continued to drop in 1959 though less rapidly than in former years.

A brief survey of the industrial distribution of employment shows that all of the main groups increased to some extent this year. Impressive gains were made in those individual industries that experienced the heaviest layoffs during the recession, although in few cases has employment fully recovered.

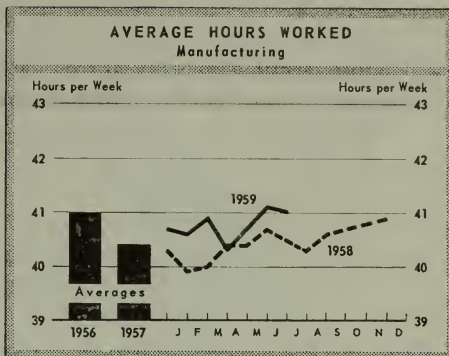
In distribution and services, on the other hand, the virtually unbroken rise of the postwar years has continued.

One of the main weaknesses in manufacturing has been the transportation equipment industry. Employment in this group fell unevenly throughout 1957 and 1958 and the first few months this year, a total of about 24 per cent in all. The component industries—motor vehicles and parts, aircraft, railway rolling stock, shipbuilding—all contributed in some measure to the decline. This year automobile production and employment made a strong advance and some recovery was evident in shipbuilding and railway rolling stock, all of which caused some increases in the group as a whole. Because of the heavy layoffs in the aircraft industry in February, however, the gain was very small.

One of the more outstanding recoveries has been in the manufacture of iron and steel products. In this group the employment index (seasonally adjusted) dropped from a peak of 116 (1949=100) in March 1958 to 104 just before the strike of steelworkers last fall. After the settlement of the strike in November 1958, employment in the industry recovered steadily, to 110 at the end of June (the latest available figure). Primary steel manufacturing was the leading gainer in the group, followed by heating and cooking appliances, agricultural implements, and iron castings. Even in machine manufacturing, hard hit by last year's decline in plant equipment purchases, employment was moderately higher at mid-year than six months earlier, although it had declined in the interval.

The general expansion stemming from recovery in domestic demand has been supported by an upturn in exports. In the second quarter of this year commodity exports (seasonally adjusted) were 10 per cent above the first quarter and 2 per cent above the pre-recession peak in 1957. This strong recovery was almost entirely accounted for by increased shipments to the United States of uranium, iron ore, farm machinery, wood pulp and, particularly, of lumber. The increased sales of these commodities have played a significant part in the general upswing in employment during recent months.

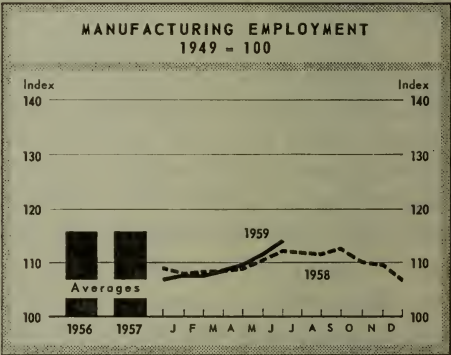
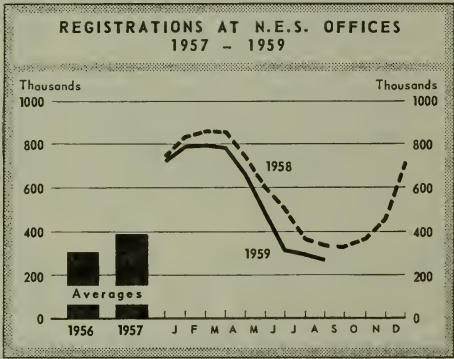
The trend of construction activity has been rather erratic this year, reflecting reduced strength in new housing and concurrent recovery in non-residential building. At the beginning of the year, when house builders were no longer able to make direct loans from the Central Mortgage and Housing Corporation, the number of new housing starts dropped quite sharply. In larger centres, housing starts in the second quarter of the year were almost 20 per cent below the corresponding period in 1958. A moderate improvement that occurred after mid-year is expected to accelerate in the last quarter, when CMHC will again be making direct housing loans. Non-residential construction made a steady advance in the second quarter of this year, offsetting



Recovery in the demand for labour in manufacturing over the year is reflected in an increase in the average hours worked per week. When sales and output rise, manufacturers not only hire more workers but they also eliminate short-time work and expand overtime. The increase in hours during the current year over 1958 is evident in both durable and non-durable goods manufacturing, with the largest gains in textile products, rubber products, iron and steel products, and electrical apparatus and supplies.

the decline in housing. The mid-year review of investment intentions revealed a significant upward revision among manufacturing industries, particularly the durable goods sector. Recent reports on building permits issued also suggest an expansion in non-residential construction during the last half of the year.

Employment in forestry has shown a similar trend, but more accentuated than the trend in construction. During the year employment fluctuated sharply from month to month and from one part of the country to another. The most active part of the industry has been in British Columbia (and with the recent settlement of the strike it will undoubtedly become more active still), Quebec and New Brunswick. On the other hand, in Newfoundland and, to a lesser extent, in Ontario, employment in the woods has been even lower than the depressed level of last year. As a net result of these diverse trends, at mid-year employment in the industry as a whole was about 4 per cent higher than a year earlier.



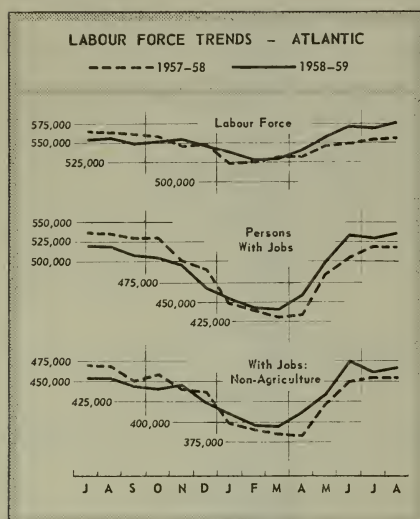
CLASSIFICATION OF LABOUR MARKET AREAS—AUGUST 1959

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Windsor	Quebec-Levis Vancouver- New Westminster	Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull → ST. JOHN'S Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	OSHAWA ←	BRANTFORD ← Cornwall Joliette Lac St. Jean New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Shawinigan Sherbrooke Trois Rivières Victoria	→ CORNER BROOK Farnham Granby Fort William- Port Arthur Guelph Kingston Kitchener London Moncton → SAINT JOHN Sarnia Sudbury → SYDNEY Timmins-Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Barrie	Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon → THETFORD- MEGANTIC- ST. GEORGES Yorkton	
MINOR AREAS (labour force 10,000-25,000)		Brampton Central Vancouver Island Drummondville LINDSAY ← Newcastle Rimouski St. Stephen Summerside VALLEYFIELD ← Victoriaville	Bathurst Beauharnois Belleville-Trenton Bracebridge Bridgewater Campbellton Chilliwack Cranbrook Dauphin Dawson Creek Drumheller Edmundston → FREDERICTON Galt Gaspé Goderich Grand Falls Kamloops Kentville Kitimat Lachute- St. Thérèse Listowel Medicine Hat Montmagny North Bay → OKANAGAN VALLEY Owen Sound Pembroke Portage la Prairie Prince George Prince Rupert Quebec North Shore St. Agathe- St. Jerome St. Hyacinthe St. Jean St. Thomas Sault Ste Marie Simcoe → SOREL	(Group 3 Concluded) Stratford Swift Current Trail-Nelson Truro Walkerton Weyburn Woodstock Tillsonburg Yarmouth

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 990.

Employment Situation in Local Areas

ATLANTIC



Employment continued at a seasonally high level during August. The number of persons with jobs was estimated to be 535,000, some 5,000 more than in the previous month and 18,000 more than a year ago. There was no change in the level of farm employment between July and August. Forestry employment held up fairly well although it was still well down from last year's level. Most coal mines resumed operations after the vacation period, but one mine ceased production altogether, most of the miners being transferred to neighbouring collieries. On Bell Island, iron ore production was closed down for one week. In manufacturing, employment rose seasonally in the iron and steel and fish processing

plants. Construction activities were at a high level throughout the region and, as a result, some shortages of skilled tradesmen developed during the month.

In recent months industrial employment has continued at a higher level than a year ago, although weaknesses in key industries were still in evidence. Forestry employment in the region remained below the level of 1958 and was much lower than in 1957. Most of the decline in logging was concentrated in Newfoundland, employment in the industry being less than three-quarters of that in the corresponding months of 1958 and 1957. Employment conditions changed little in the transportation equipment industry, one of the major sources of weakness in the region. Activity in the pulp and paper industry has advanced during recent months, employment now being about the same as last year.

The chief strength in this region has been in construction, trade and services; in all of these, employment has been higher than last year in each of the four Atlantic provinces. Forestry in New Brunswick and fish processing plants in Newfoundland have also been much busier than last summer.

Unemployment showed no appreciable change during the month and remained at about last year's level. At the end of August, the area classification was as follows (last year's figures in brackets): in substantial surplus, 0 (3); in moderate surplus, 4 (7); in balance, 17 (11).

Local Area Developments

Halifax (metropolitan) remained in Group 3. Seasonal expansion continued in this area, further increases in construction activities resulting in shortages of some skilled tradesmen. Total industrial employment in June was about 4 per cent higher than in 1958, a small decline in manufacturing being more than offset by an 18-per-cent gain in construction and a near 6-per-cent increase in transportation.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	August 1959	August 1958	August 1959	August 1958	August 1959	August 1958	August 1959	August 1958
Metropolitan.....	1	1	2	4	9	7	—	—
Major Industrial.....	1	4	12	18	13	4	—	—
Major Agricultural.....	—	—	1	2	13	12	—	—
Minor.....	—	3	10	19	48	36	—	—
Total.....	2	8	25	43	83	59	—	—

St. John's (metropolitan) was reclassified from Group 2 to Group 3. Employment increased in the St. John's area, construction contributing much to the buoyancy. At the end of June, industrial employment was more than 5 per cent higher than the corresponding month in the previous two years. Housing and institutional building raised the level of construction employment 60 per cent above last year's.

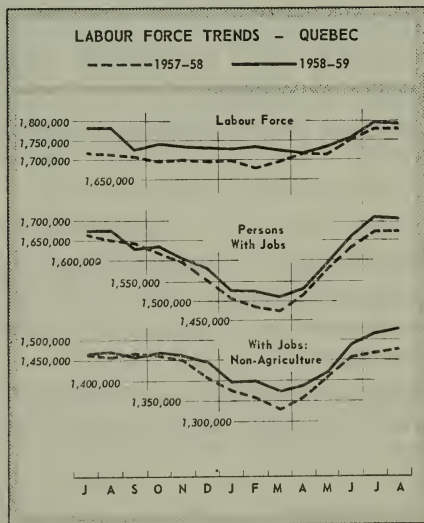
Sydney (major industrial) was reclassified from Group 2 to Group 3. The employment picture has been much brighter than last year, mainly because of a more normal production pattern in coal mining. Fish catches have been better than average. Construction activities continued to show strength.

Corner Brook and **Saint John** (major industrial) and **Fredericton** (minor) were reclassified from Group 2 to Group 3.

QUEBEC

Employment in the Quebec region decreased less than usual during August. The number of persons with jobs was estimated to be 1,708,000, some 8,000 less than in the previous month but 33,000 more than a year earlier. An unusually sharp drop in agriculture was partly offset by continued expansion in most other industries. By the end of June forestry employment was up by about 7 per cent over the year, although still about 25 per cent less than in the corresponding period in 1957. The seasonal summer decline in pulp cutting began later this year, and the August trough was reached earlier in the month; at the beginning of August, employment in this industry was up about 25 per cent over the year.

Both metal and non-metal mining has shown strength this year. At the end of June mining employment was 5.5 per cent higher than in June 1958. Iron ore mining contributed most to the increase but there were gains in gold and non-metal mining too.



There was continuing buoyancy in the construction industry in spite of some weakening in the new housing sector. Industrial, commercial and institutional construction maintained a brisk pace.

Employment in manufacturing in June was slightly higher than in June 1958. In the food and beverage, leather and wood products industries the level of employment was higher than in either 1958 or 1957. Activity in the primary and secondary textile industry considerably exceeded the level of the previous year and in some instances came close to the 1957 level.

A further seasonal expansion occurred in the iron and steel and transportation equipment industries. Employment in iron and steel continued to be slightly higher than last year. It was more than 8 per cent lower in transportation equipment but new defence orders in aircraft are expected to bring a substantial improvement in coming months.

There was little change in the level of unemployment during the month. At the end of August, the area classification was as follows (last year's figures in brackets): in substantial surplus, 0 (1); in moderate surplus, 11 (18); in balance, 13 (5).

Local Area Developments

Montreal (metropolitan) remained in Group 3. There was further employment expansion in the area. Increased demand from the construction industry resulted in higher production in the manufacture of iron and steel products, building materials and electrical appliances. Industrial employment at the end of June was between 1 and 2 per cent higher than a year earlier.

Quebec-Levis (metropolitan) remained in Group 2. Construction was very active in the area during the month. In manufacturing, the high level of production continued in the leather and clothing industries. In primary textiles there was still a considerable number of workers on short time, contrary to earlier expectations.

Thetford Mines-Megantic-St. George (major agricultural) was reclassified from Group 2 to Group 3. Farm employment reached its peak during the month. Asbestos mining showed strength.

Sorel (minor) was reclassified from Group 2 to Group 3. Employment conditions were far better than at the same time last year, when the level of unemployment was one of the highest in the region. The improvement was widespread, construction and transportation showing the greatest gains over the year.

Valleyfield (minor) was reclassified from Group 3 to Group 2. Unemployment rose during the month mainly because of slackening in construction activity.

ONTARIO

Employment in Ontario was estimated to be 2,287,000 in August. This represented a decline from July although the position relative to last year did not change significantly. Employment was still 3 per cent higher than in 1958, and higher than in 1957 by about half that amount. All of the decline from July occurred in non-farm activities and appeared to be of a temporary nature.

Over the year employment showed a gain of 67,000, mainly the result of a recovery in transportation and continued expansion in services and trade. Forestry was up slightly over the year, and mining was down slightly. In the last month or two there has been a strong advance in residential construction, and employment in the industry during August was not far from last year's level. The supply of available construction workers was generally adequate, but a considerable number of areas reported shortages of particular skills.

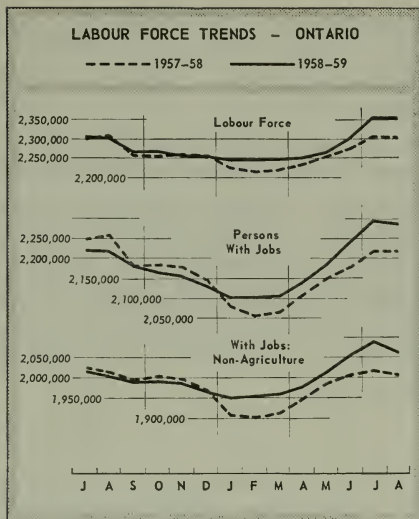
Most of the slackness during August resulted from extensive shutdowns, especially in automobile manufacturing in preparation for the production of new models. Among some household appliance manufacturers an involuntary build-up of inventories caused an early reduction in output. However, in most consumer goods industries and in all of the iron and steel products group, production employment was far ahead of a year earlier. Gains in agricultural implement and primary iron manufacturing were particularly impressive.

In manufacturing as a whole, employment has shown no marked improvement over the year. The main factor has been the cut-back in aircraft manufacturing, which reduced employment in this industry by almost one half. Employment in the manufacture of railway rolling stock and heavy electrical appliances was also down from last year.

Temporary shutdowns and extended vacations caused some rise in the level of unemployment in the region. This was reflected on the local level by the reclassification of three areas to categories denoting increased unemployment. At the end of August the 34 areas in the region were classified as follows (last year's figures in brackets): in substantial surplus, 2 (3); in moderate surplus, 7 (11); in balance, 25 (20).

Local Area Developments

Metropolitan Areas with Classification Unchanged: *Toronto* (Group 3). Employment in manufacturing was still down from last year because of the heavy layoffs earlier this year in the aircraft industry. Total employment, however, was up slightly over the year owing to expansion in other parts of manufacturing, construction, and distribution. There was little change in unemployment during the month. Housing showed a sharp pick-up in July and August, bringing construction employment to a level more than 10 per cent above the same period last year. *Hamilton* (Group 3). Employment is currently up 5 per cent over last year and unemployment is down about one third. Manufacturing and construction show the greatest strength; soft spots are electrical appliances and textiles. *Windsor* (Group 1). The temporary shutdown of the automobile industry raised the unemployment level in this area. Some improvement is expected during September as production of new models gets underway. *Ottawa-Hull* (Group 3). Employment has been maintained at about 3 per cent higher than last year. During August there was a strong advance in construction.

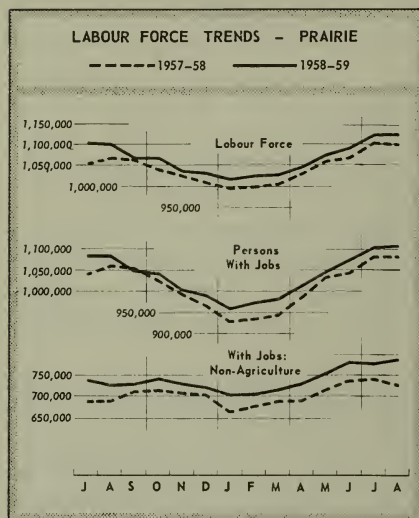


Oshawa (major industrial) was reclassified from Group 2 to Group 1. Motor vehicle manufacturing was entirely responsible for the increase in unemployment in this area. Most of those laid off are expected to be rehired in September.

Brantford (major industrial) was reclassified from Group 3 to Group 2. The general employment level in recent months has been moderately higher than last year. During August, the end of the production year in the agricultural implement industry resulted in the release of several hundred metal workers. Unemployment in the area was about 25 per cent below last year.

Lindsay (minor) was reclassified from Group 3 to Group 2. Labour surplus rose to moderate proportions, mainly because of the layoff of workers living in the area but working in Oshawa. Some improvement was expected in September.

PRAIRIE



Employment remained stable from July to August in the Prairie region. The estimated total of persons with jobs, at a record 1,107,000, was 27,000 higher than a year earlier.

Although harvesting was general throughout the region, the light crop combined with delays because of wet weather depressed the demand for farm labour. January-to-June farm cash income was 3.4 per cent higher this year than in the same period of 1958. Sales of wheat were less, but receipts from other field crops and livestock were higher. The increase in cash income was highest in Alberta.

Non-agricultural industries, with an employment gain of 9,000 over the month, derived strength from manufacturing and construction. Labour requirements in textile and clothing manufacturing were high; there were shortages of skilled sewing machine operators. Iron and steel products, especially structural steel, were finding a ready demand so that employment in plants engaged in fabrication held strong. Commercial and industrial building provided the chief stimulus to construction. Housebuilding remained somewhat weaker than last year. Municipal and provincial road building programs were fully underway and work proceeded on gas and oil pipelines and distribution systems.

Little change took place in forestry and metal mining during the month but oil drilling activity increased. In the Crows Nest Pass district one coal mine was reopened and a new mine was established to meet export orders to Japan. Local employment expanded, and there was a movement of miners from Drumheller to Edson, where some mines had formerly been closed down.

Unemployment declined slightly, remaining below the level of a year earlier. No reclassification of labour market areas took place; in all 20 areas, the demand and supply of labour were in balance. At this time in 1958, two areas were in moderate surplus and 18 were in balance.

Local Area Developments

Winnipeg (metropolitan) remained in Group 3. Needle workers were in short supply as clothing manufacturers experienced a very busy month. Farm machinery manufacturers laid off some workers on completion of their programs for the year. Recalls were expected when production begins on the 1960 schedule.

Fort William-Port Arthur (major industrial) remained in Group 3. The mining of iron ore and its movement through the Lakehead continued at a rate well ahead of last year. More workers were released by the bus and aircraft plant; some personnel were moving to Montreal, where operations are being re-located. Wheat elevators were full and some men were laid off as lighter lake shipments reduced the movement of grain.

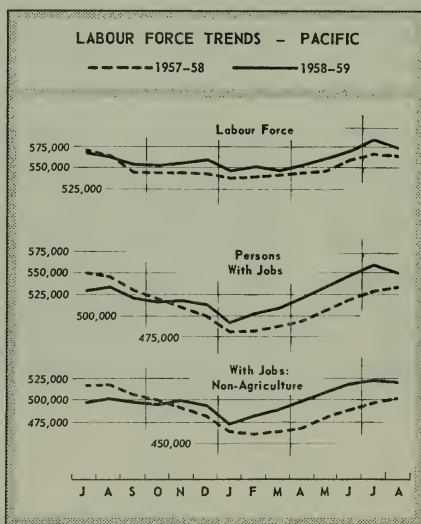
Saskatoon (major agricultural) remained in Group 3. The work force at the site of the dam on the South Saskatchewan River was enlarged during the month; the increased activity will continue until freeze-up. Besides the moving of the earth fill and the construction of residential facilities, a short spur line is to be built from the nearby railroad to facilitate the movement of heavy equipment.

PACIFIC

Some temporary weakening occurred in the employment situation in the Pacific region, where the number of workers on farms dropped sharply and industrial activity was slowed down by strikes. Employment was estimated to total 549,000 in August, down by 12,000 from the month before. This total, however, was 16,000 higher than a year earlier.

The substantial decrease in farm workers occurred on completion of the greater part of vegetable and berry harvesting. The apple crop was one to two weeks later than usual, so that demand for apple pickers had not yet developed. Layoffs occurred in fruit and vegetable canneries as the processing of earlier crops was completed; rehiring would take place with the arrival of shipments of later crops.

In non-farm industries the over-all change in employment was quite small. The strikes that tied up fishermen and structural steel workers ended on August 9 and August 12 respectively, but the strike of the International Woodworkers of America continued, tying up 27,000 in logging, sawmilling, and plywood manufacturing on the coast and on Vancouver Island. The strike did not extend to the interior, where the industry operated at a very high level, many sawmills employing two shifts. Some movement of workers inland from the strike-bound areas was evident. A substantial number of stevedores and some other transportation workers such as tugboat operators, dependent to a large extent on the lumber industry for work, were affected by the strike.



Some pulp plants, lacking chips and wood cores from mills and plywood plants, found their operations curtailed. Manufacturers and wholesale firms supplying clothing, boots and other supplies to the industry made minor reductions in staff.

Manufacturing not directly affected by the IWA strike continued strong. Construction recovered rapidly from the effects of the steelworkers' strike; the large number of commercial and industrial projects underway made up for a lower level of housebuilding through the summer. Fish canneries also returned to full operation after the strike settlement.

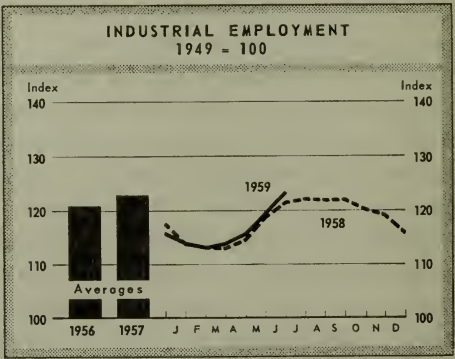
There was little change from July in the number unemployed, the total remaining well below a year earlier. One labour market area was reclassified into a category denoting reduced unemployment. At the end of August the classification of the 11 areas in the region was as follows (last year's figures in brackets): in substantial surplus, 0 (1); in moderate surplus, 3 (5); in balance, 8 (5).

Local Area Developments

Vancouver-New Westminster (metropolitan) remained in Group 2. Construction employment moved ahead after the return to work of the steelworkers. A continuing high level of employment was indicated by a rise of more than 10 per cent in the value of building permits in the January-July period over the corresponding time last year. The Pacific National Exhibition provided short-term employment for several hundred waitresses, demonstrators, attendants and related occupations. Work in two tile plants near Vancouver was halted by a strike in the second week of August.

Victoria (major industrial) remained in Group 2. Almost all local sawmills and plywood plants were strikebound. Consequently, longshoremen, yardmen and other casual workers were in surplus. However, increased activity in shipyards (mostly repair work of a temporary nature) and construction projects prevented unemployment from increasing during the month.

Okanagan Valley (minor) was reclassified from Group 2 to Group 3. With stone fruit harvested and pears and apples late in ripening, demand for orchard help was light, but the general demand for labour was strengthened by increased employment in logging, sawmilling and plywood manufacturing. Many plants were working double shifts.



Current Labour Statistics

(Latest available statistics as of Sept. 10, 1959)

Principal Items	Date	Amount	Percentage Change	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Aug. 22	6,425,000	- 0.1	+ 1.9
Persons with jobs.....	Aug. 22	6,186,000	- 0.3	+ 2.7
Agriculture.....	Aug. 22	824,000	- 1.3	- 5.1
Non-Agriculture.....	Aug. 22	5,362,000	- 0.2	+ 4.0
Paid Workers.....	Aug. 22	4,968,000	+ 0.1	+ 4.3
Usually work 35 hours or more.....	Aug. 22	5,867,000	- 0.2	+ 2.5
At work 35 hours or more.....	Aug. 22	5,226,000	- 0.1	+ 3.3
At work less than 35 hours, or not at work due to short time and turnover...	Aug. 22	53,000	+ 6.0	- 22.1
For other reasons.....	Aug. 22	570,000	- 2.4	+ 1.8
Not at work due to temporary layoff.....	Aug. 22	18,000	+50.0	- 51.4
Usually work less than 35 hours.....	Aug. 22	319,000	- 2.5	+ 6.0
Without jobs and seeking work.....	Aug. 22	239,000	+ 4.8	- 15.0
Registered for work, NES (b)				
Atlantic.....	Aug. 20	26,000	-13.9	- 35.2
Quebec.....	Aug. 20	82,000	- 9.2	- 20.8
Ontario.....	Aug. 20	107,200	+ 7.2	- 17.7
Prairie.....	Aug. 20	29,100	-17.1	- 17.6
Pacific.....	Aug. 20	34,600	- 3.6	- 28.8
Total, all regions.....	Aug. 20	278,900	- 4.3	- 22.0
Claimants for Unemployment Insurance benefit.....	July 31	225,945	+ 2.4	- 24.9
Amount of benefit payments.....	July	\$14,531,393	-20.0	- 45.8
Industrial employment (1949 = 100).....	June	123.3	+ 3.1	+ 1.6
Manufacturing employment (1949 = 100).....	June	114.1	+ 2.1	+ 1.9
Immigration.....	1st 6 mos./59	57,089	—	- 15.7
Destined to the labour force.....	1st 6 mos./59	29,535	—	- 17.4
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	August	47	+11.9	- 13.0
No. of workers involved.....	August	38,656	- 6.7	+ 109.0
Duration in man days.....	August	667,960	- 2.6	+ 161.6
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	June	\$73.71	- 0.2	+ 4.3
Average hourly earnings (mfg.).....	June	\$1.73	0.0	+ 3.6
Average hours worked per week (mfg.).....	June	41.0	- 0.3	+ 1.2
Average weekly earnings (mfg.).....	June	\$70.71	- 0.3	+ 4.8
Consumer price index (av. 1949 = 100).....	August	126.4	+ 0.4	+ 1.0
Real weekly earnings (mfg. av. 1949 = 100)....	June	134.6	- 0.5	+ 4.2
Total labour income.....\$000,000	June	1,528	+ 3.0	+ 8.6
<i>Industrial Production</i>				
Total (average 1949 = 100).....	July	158.6	- 7.6	+ 5.7
Manufacturing.....	July	142.2	- 9.2	+ 4.5
Durables.....	July	148.8	- 8.4	+ 8.8
Non-Durables.....	July	136.6	-10.0	+ 0.8

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 990.

(b) See also page 990.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

During August, strike activity on the West Coast diminished somewhat with the settlement of the dispute in the fishing industry (described in last month's Review and summarized in this month's Bargaining Scene, page 891). The major work stoppage involving the coastal lumber industry and the International Woodworkers of America continued in effect during the month but ended with a settlement in mid-September. Elsewhere, an important agreement was reached between the United Steelworkers of America and the Dominion Bridge Company affecting many plants across the country. Negotiations between the same union and the Dominion Steel and Coal Corporation are continuing, after rejection by the union membership of proposed settlement terms. Agreements have recently been concluded affecting some railroad trainmen and dining car employees, while negotiations continue at many railway hotels. Preparations are underway for forthcoming negotiations between the major railway companies in Canada and the various unions representing non-operating railway employees.

The strike of 27,000 coastal lumber workers in British Columbia ended on September 11 following mediation in the dispute between 138 logging and lumber processing companies, represented by **Forest Industrial Relations Limited**, and the **International Woodworkers of America**. The strike began on July 6. The parties accepted the formula proposed by the mediator, which provides for an increase of 10 cents an hour this year and a further 10 cents next year, and an additional 10 cents this year for tradesmen. The industry will implement a job evaluation program in the plywood section. The base rate of pay was \$1.72 an hour and the average about \$2.10. The employers had offered 12 cents over two years and the union's final demand before the strike began was for 21 cents in one year.

An important agreement has been reached between the **Dominion Bridge Company** and the **United Steelworkers of America** affecting ten plants, one in Nova Scotia, one in Quebec, three in Ontario, three in Manitoba and two in Alberta. Four thousand employees are said to be affected. Provision is made for a general increase of 7 cents an hour, to be paid in most plants in two steps, 4 cents retroactive to April and 3 cents effective in August. The agreements will expire in most cases in April 1960. The rate for job class I is now \$1.67 in Toronto and \$1.60 in Calgary, and the increment between job classes $5\frac{1}{2}$ cents an hour in Toronto and $4\frac{1}{2}$ cents in Calgary, to be raised in the latter location to 5 cents by next March. The co-operative wage study program was established at Calgary and Amherst plants for the first time. It is now said to be in force in all Dominion Bridge plants under agreement with the steelworkers. (A description of the CWS program will be found in the July *LABOUR GAZETTE*, page 676). All agreements but one expired last April; a first agreement was being negotiated in Calgary, where the union was only recently certified. The union's original objective was to obtain a master agreement with the company affecting all plants where it was the bargaining agent for the employees. The company did not agree with this proposal and

subsequent negotiations have been on a plant-to-plant basis, although the union's bargaining committee insisted that no local agreement be signed before agreement was reached at all ten plants.

Conclusion of an agreement between the **United Steelworkers of America** and the **Dominion Steel and Coal Corporation** affecting the Sydney works has been reported, after an earlier rejection by a majority of the plant workers of a proposed basis of settlement submitted to the membership by the union negotiating committee. The settlement provides for a three-year agreement. Details are not yet available. Agreements between this union and the other two major Canadian basic steel companies, the Steel Company of Canada in Hamilton and the Algoma Steel Corporation in Sault Ste Marie, were reached last year and continue until 1960. Meanwhile, the same union continues its strike against the Toronto plant of the John Inglis Company, a work stoppage that began on July 14 and affects approximately 700 workers.

A conciliation board recently released a report in connection with the dispute between the **Canadian Pacific Railway** and the **Brotherhood of Railroad Trainmen** representing 700 dining car employees. Recommendations of the report are understood to closely resemble terms of final settlement in the dispute.

The majority report suggested that the wage increase should be made up of 4 cents an hour effective June 1, 1958 and 3-per-cent increases on June 1, 1958, February 1, 1959 and September 1, 1959, all based on May 31, 1958 wage rates. The minority report written by the union nominee recommended improvements in working conditions in addition to these wage increases.

Separate negotiations for the Eastern and Prairie-Pacific Regions of the **Canadian Pacific Railway** were conducted by that company with the **Brotherhood of Railroad Trainmen**, affecting conductors, baggagemen, brakemen and yardmen among other occupations. However, a single conciliation board was appointed to assist in bringing these negotiations to a conclusion. The board has dealt first with the eastern case, which had fewer issues in dispute. The recommendations include a 2.3-per-cent wage increase retroactive to June 1, 1958 and additional increases of 3 per cent on February 1, 1959, and September 1, 1959, and 1.5 per cent on June 1, 1960, all based on the rates effective May 31, 1958.

Meanwhile, negotiations are underway between the **Canadian Brotherhood of Railway, Transport and General Workers** and four railway hotels: the Chateau Frontenac in Quebec City, the Chateau Laurier in Ottawa, the Empress Hotel in Victoria, and the Vancouver Hotel in Vancouver. The last three cases are at the conciliation officer stage, while negotiations at the Chateau Frontenac are proceeding, for the present at least, without conciliation services. In the latter case, the union is seeking an increase of 20 cents an hour as well as certain changes in working conditions and a one-month vacation after 25 years. The principal aim of the CBRT is said to be to obtain similar settlements at all railway hotels where its agreements are open for renewal.

Building construction in the Windsor, Ont., area was affected by a series of work stoppages in August. Electricians, sheet metal workers and plumbers went out on strike after conciliation boards failed to bring about settlements. Members of the International Brotherhood of Electrical Workers struck when they failed to reach an agreement with the Electrical Contractors' Association. A 25-day strike of sheet metal workers ended when the members voted to accept the monetary terms of a new agreement proposed by management, provided the non-monetary proposals of the union were also met. The plumbers

returned to work after a 12-day strike when the Windsor Plumbing and Heating Contractors agreed to an increase in wages of 35 cents an hour over a two-year period.

A province-wide agreement was signed in Toronto between the **United Brotherhood of Carpenters and Joiners of America** and the **Association of Millwrighting and Rigging Contractors of Ontario**. The two-year agreement provides wage increases totalling 35 to 40 cents an hour for about 1,000 millwrights. As in previous agreements, the province is divided into five different zones with separate wage scales. There will be an immediate increase of 15 to 20 cents an hour, according to zone, and another 10-cent increase in June 1960 with a further 5 to 10 cents in December 1960. This will bring the minimum rate to \$3.00 an hour.

Almost 10,000 workers are affected by current bargaining in the **textile industry** in the province of Quebec. In Drummondville, the newly certified Textile Workers' Union of America is bargaining with Canadian Celanese Ltd. In the same locality, the National Catholic Textile Federation is negotiating with the Dominion Textile Company, also affecting plants in Montmorency, Magog and Sherbrooke. The CCCL union is asking for a 5-cent-an-hour general increase plus 10 cents additional for employees not on production bonus and a further 10 cents for 1,100 employees at the Magog mill plus improved fringe benefits; negotiations are currently at the conciliation board stage. The United Textile Workers of America is engaged in negotiations with the Montreal plant of Dominion Textile and with Montreal Cottons Ltd. in Valleyfield, Que.; both these negotiations are also at the conciliation board stage. The union is requesting a "package" amounting to approximately 30 cents an hour.

Some 600 members of the **Bakery and Confectionery Workers' International Union** went on strike against their employer, **Fry-Cadbury Limited**, in Montreal on August 11, after rejection by the company of the recommendations of a conciliation board. The previous agreement expired in December 1958 and negotiations began in October of that year. Bargaining was largely concerned with the questions of wages and seniority. Late in July a board of conciliation recommended a wage settlement consisting of a 5-cent-an-hour general increase retroactive to December 6, 1958, 3 cents on July 2, 1959 and a further 6 cents on December 6, 1959. In turning down the recommendations of the conciliation board, the company proposed, as a basis of settlement, hourly increases of 4 cents for male and 3 cents for female employees retroactive to December 1958 and similar increases effective in December 1959. It is reported that seniority has been an important issue: the company has maintained that seniority cannot be the deciding factor in determining promotion unless two men of equal ability are considered for an opening.

One detail of a settlement was erroneously reported in last month's **LABOUR GAZETTE**. The two-year agreement reached between the **Amalgamated Clothing Workers of America** and **Cluett, Peabody** of Stratford, Ont., provides a 5-per-cent increase for hourly rated employees and 2½-per-cent for piece workers effective August 17, 1959, with a reduction in the work week from 44 to 42 hours on August 17, 1960 with maintenance of weekly pay, and a 5-per-cent increase for hourly rated employees and 2½-per-cent for piece workers on August 17, 1961. The last provision was erroneously reported to be effective on August 17, 1960. The unusual feature of this settlement is that the final increase takes place on the last day of the present agreement.

Collective Bargaining Scene

Agreements covering 500 or more workers, excluding those
in the construction industry

Part I—Agreements Expiring During September, October and November 1959

(Except those under negotiation in August)

Company and Location	Union
City of Montreal, Montreal, Que.	CLC-chartered local
City of Montreal, Montreal, Que.	Police Bro. (Ind.)
City of Montreal, Montreal, Que.	Firefighters (AFL-CIO/CLC)
Continental Can, New Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Crown Zellerbach, Vancouver, B.C.	Pulp, Sulphite Wkrs. (AFL-CIO/CLC)
Dom. Stores, Toronto, Ont.	Retail, Wholesale Wkrs. (AFL-CIO/CLC)
Dupont, Shawinigan Falls, Que.	CCCL-chartered local
Iron Ore of Canada, Schefferville, Que.	Steelworkers (AFL-CIO/CLC)
Kelly-Douglas, Vancouver, B.C.	Empl. Assoc. (Ind.)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Montreal Locomotive Works, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
North American Cyanamid, Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC)
Orenda Engines, Malton, Ont.	Machinists (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	United Electrical Wkrs. (Ind.)
Quebec Natural Gas, Montreal, Que.	Chemical Wkrs. (AFL-CIO/CLC)
Shawinigan Water and Power, Montreal, Que.	Empl. Assoc. (Ind.)
Stanleigh Uranium Mining, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Thompson Products, St. Catharines, Ont.	Empl. Assoc. (Ind.)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)

Part II—Negotiations in Progress During August

Bargaining

Company and Location	Union
Alberta Government Telephones (province-wide)	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Atlantic Sugar Refineries, Saint John, N.B.	Bakery Wkrs. (AFL-CIO/CLC)
Bindery Room Employers, Toronto, Ont.	Bookbinders (AFL-CIO/CLC)
B.C. Electric, Vancouver, B.C.	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Cab cos. (various), Vancouver, B.C.	Teamsters (CLC)
Cdn. Aviation Electronics, Montreal, Que.	United Electrical Wkrs. (Ind.)
Cdn. Broadcasting Corp. (company-wide)	Stage Empl., Moving Picture Operators (AFL-CIO/CLC)
Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. General Electric, Montreal and Quebec, Que.	Int. Union Electrical Wkrs. (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assoc. (Ind.)
Cdn. Pacific Airlines, Vancouver, B.C.	Machinists (AFL-CIO/CLC)
Cdn. Steel Foundries, Montreal, Que.	Steel and Foundry Wkrs. (Ind.)
City of Edmonton, Alta.	Nat. Union Pub. Empl. (CLC) (outside empl.)
City of Edmonton, Alta.	Nat. Union Pub. Empl. (CLC) (clerical empl.)
City of Edmonton, Alta.	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.	Pulp, Paper Wkrs. (CCCL)
Consumers Glass, Montreal, Que.	Glass Bottle Blowers (AFL-CIO/CLC)
de Havilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Distillers Corp., Montreal, Que.	Distillery Wkrs. (AFL-CIO/CLC)
Dom. Bridge, Vancouver, B.C.	Bridge, Structural Wkrs. (AFL-CIO/CLC)
Dom. Glass, Montreal, Que.	Glass, Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Steel and Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Mine Wkrs. (Ind.)
Donohue Bros., Clermont, Que.	Carpenters (AFL-CIO/CLC)
Dress Mfrs. Guild, Toronto, Ont.	Int. Ladies' Garment Wkrs. (AFL-CIO/CLC)
Fraser cos., Cabano, Que.	Cath. Union of Farmers (Ind.)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Bro. R.R. Transport, Gen. Wkrs. (CLC)
Hotel Mount Royal, Montreal, Que.	Hotel, Restaurant Empl. (AFL-CIO/CLC)
Hotel Queen Elizabeth, Montreal, Que.	Hotel, Restaurant Empl. (AFL-CIO/CLC)
Meat cos. (various), Vancouver, B.C.	Meat Cutters (AFL-CIO/CLC)
John Murdoch, St. Raymond, Que.	Cath. Union of Farmers (Ind.)
Northspan Uranium Mines, Elliot Lake, Ont.	CLC-chartered local
Saskatchewan Government, Regina, Sask.	Sask. Civil Service Assoc. (CLC)
Saskatchewan Wheat Pool, Regina, Sask.	Wheat Empl. Assoc. (Ind.)
St. Raymond Paper, Desbiens, Que.	Cath. Union of Farmers (Ind.)
Taverns and hotels (various), Toronto, Ont.	Hotel, Restaurant Empl. (AFL-CIO/CLC)

Conciliation Officer

Company and Location	Union
L'Association Patronale du Commerce, Quebec, Que.	Commerce Empl. (CCCL)
L'Association Patronale des Hospitaliers, Quebec, Que.	Services Fed. (CCCL) (female)
L'Association Patronale des Hospitaliers, Quebec, Que.	Services Fed. (CCCL) (male)
Can. Cement, Montreal, Que.	Cement Wkrs. (AFL-CIO/CLC)
City of Calgary, Alta.	Nat. Union of Pub. Empl. (CLC) (clerical empl.)
Communauté des Soeurs de Charité de la Providence, Montreal, Que.	Services Fed. (CCCL)
Consumers Gas, Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Crane Ltd., Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dom. Wabana Ore, Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Duplicate Canada, Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Hamilton General Hospitals, Hamilton, Ont.	Nat. Union of Pub. Empl. (CLC)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Bro. R.R. Transport, Gen. Wkrs. (CLC)
Hotel Empress (CPR), Victoria, B.C.	Bro. R.R. Transport, Gen. Wkrs. (CLC)
Hotel Vancouver (CNR & CPR), Vancouver, B.C.	Bro. R.R. Transport, Gen. Wkrs. (CLC)
Fairey Aviation, Dartmouth, N.S.	Machinists (AFL-CIO/CLC)
North American Cyanamid, Niagara Falls, Ont.	United Electrical Wkrs. (Ind.)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Okanagan Federated Shippers' Assoc., Kelowna, B.C.	Okanagan Fed. of Fruit and Vegetable Wkrs. (CLC)
Price Bros., Kenogami, Que.	Cath. Union of Farmers (Ind.)
Walter M. Lowney, Montreal, Que.	Bakery Wkrs. (AFL-CIO/CLC)

Conciliation Board

Algom Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Atlas Asbestos, Montreal, Que.	Asbestos Wkrs. (CLC)
Bicroft Uranium Mines, Bancroft, Ont.	Steelworkers (AFL-CIO/CLC)
Cdn. Acme Screw and Gear, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Industries Ltd., New Haven, Ont.	Oil, Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Pacific Railway (western region) Montreal, Que.	Trainmen (AFL-CIO/CLC)
Cdn. Pacific Railway (eastern region) Montreal, Que.	Trainmen (AFL-CIO/CLC)
City of Calgary, Alta.	Nat. Union Pub. Empl. (CLC) (outside empl.)
City of Hamilton, Ont.	Nat. Union Pub. Empl. (CLC)
Dom. Textile, Montmorency, Magog, Sherbrooke, Drummondville, Que.	Textile Wkrs. (CCCL)
Dom. Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Dunlop of Canada, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Trans Canada Air Lines (company-wide)	Air Line Pilots (Ind.)

Post-Conciliation Bargaining

Garment Mfrs.' Assoc. of Western Canada, Winnipeg, Man.	Clothing Wkrs. (AFL-CIO/CLC)
--	------------------------------

Arbitration Board

(no cases this month)

Work Stoppage

Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (AFL-CIO/CLC)
John Inglis, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Lumber cos. (various), B.C. coast	Woodworkers (AFL-CIO/CLC)

Part III—Settlements Reached During August 1959

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

Aluminum Co. of Can., Kingston, Ont.—*Steelworkers (AFL-CIO/CLC)*: 2-yr. agreement covering 1,200 empl.—5¢-an-hr. general increase eff. July 1, 1959, 4¢ eff. April 1, 1960; 3-wk. vacation after 10 yrs. service (formerly 3 wks. after 15 yrs.); 100% employer contribution to Blue Cross and PSI.

Atlas Steel, Welland, Ont.—*Cdn. Steelworkers (Ind.)*: 2-yr. agreement covering 2,000 empl.—11.9¢-an-hr. increase in labour rate 1959, 6.6¢ increase in labour rate August 17, 1960 (average increase 15¢ over 2-yr. period).

Automatic Electric, Brockville, Ont.—Int. Union Electrical Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—7¢-an-hr. increase for male and 4¢ for female empl. in 1959, 6¢-an-hr. increase for male and 3¢ for female empl. August 14, 1960; starting rate increased 5¢-an-hr.; 4-wk. vacation after 25 yrs. service (formerly no 4-wk. vacation provision).

British Rubber, Lachine, Que.—CLC-chartered local: 2-yr. agreement covering 700 empl.—1¢-an-hr. general increase retroactive to Jan. 1959; 2¢ Jan. 1960; 3-wk. vacation after 11 yrs. service (formerly 3 wks. after 15 yrs.), 4-wk. vacation after 25 yrs. service (formerly no 4-wk. vacation provision).

Fish canning cos. (various), B.C. coast—United Fishermen (Ind.) (cannery wkrs.): 2-yr. agreement covering 3,000 empl.—increase in the \$1.60 hourly minimum for men of 12¢-an-hr. for the 1959 season, 5¢ during 1960 season; increases in the \$1.32 hourly minimum for female empl. of 10¢ during 1959 season and 5¢ during 1960 season.

Fish canning cos. (various), B.C. coast—United Fishermen (Ind.) (salmon tendermen): 2-yr. agreement covering 750 empl.—\$20-a-mo. increase 1959, and \$10 in 1960 over previous wage rates ranging from \$290 to \$390 a mo.

Fish canning cos. (various), B.C. coast—United Fishermen (Ind.) (fishermen): 2-yr. agreement covering 5,000 men—increase in sockeye salmon prices over 1958 price of 28¢-a-lb. to 31¢ during 1959 season and 32¢ during 1960; increase in coho salmon prices over 1958 price of 16¢-a-lb. to 21¢ during 1959 season and 22¢ during 1960.

Int. Harvester, Chatham, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 650 empl.—increases of 18¢-an-hr. for skilled trades, 12¢ for moving lines, 8¢ for production wkrs. during 1959; 8¢-an-hr. general increase in 1960, and 7¢ general increase in 1961; 2-wk.-and-3-day vacation after 10 yrs. service (formerly 2 wks. and 2 days after 10 yrs.).

Manitoba Telephone System (province-wide)—Man. Tel. Wkrs. (Ind.) (plant empl.): 1-yr. agreement covering 900 empl.—5% increase eff. April 1, 1959.

Manitoba Telephone System (province-wide)—Man. Tel. Wkrs. (Ind.) (Traffic empl.): 1-yr. agreement covering 900 empl.—5% increase eff. April 1, 1959.

Manitoba Telephone System (province-wide)—Tel. Assoc. (Ind.) (operators and clerks): 1-yr. agreement covering 750 empl.—5% increase eff. April 1, 1959.

Metro. Board of Commissioners of Police, Toronto, Ont.—Metro. Police Assoc. (Ind.): agreement expiring Dec. 31, 1959, covering 2,100 empl.—3.28% general increase; officers now paid for court appearances.

New Brunswick Telephone, N.B.—Bro. Electrical Wkrs. (AFL-CIO/CLC): 1-yr. agreement eff. Aug. 1, 1959 covering 700 empl.—wage increases ranging from 75¢ to \$1.50 a wk.; 50¢-a-wk. increase in differential for supervisors, observers and clerks.

Rowntree Co. Toronto, Ont.—Retail Wholesale Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 520 empl.—3% increase across the board, and additional 3½% to all "A" rated empl. (lead hands); 3 days' bereavement pay; portal-to-portal travelling time; employer contribution of 50% to Ont. Hospital Plan.

Late Report: August Settlement

Bell Telephone, company-wide (chiefly Ontario and Quebec)—Cdn. Telephone Empl. Assoc. (Ind.) (equipment salesmen): 15-mo. agreement eff. Aug. 31, 1959, covering 520 empl.—wage terms not available; 4-wk. vacation after 30 yrs. eff. 1960 (currently 4 wks. after 35 yrs.).

4 New Publications in "Canadian Occupations" Series

Four publications in the "Canadian Occupations" series, prepared by the Economics and Research Branch of the Department of Labour, were released last month. *Teacher* and *Physical and Occupational Therapist* are two new titles in the series; *Forge Shop Occupations* and *Tool and Die Maker* are revisions of earlier monographs.

The release of these four publications is in line with the Department's policy of adding new titles to the series and keeping existing publications up to date.

The monographs are available from the Queen's Printer, Ottawa, at 10 cents a copy.

"Canadian Occupations" monographs cover many trades and professions. They are designed to meet the demand for up-to-date information on Canadian occupations from youth, vocational guidance counsellors, employment service officers, personnel directors, union officials, immigrants, and government agencies at home and abroad.

The release of new filmstrip, in full colour, "Medical Laboratory Technologist," also is announced. This is the 15th in a series of filmstrips based on "Canadian Occupations" monographs.

Each filmstrip provides a visual presentation of the essential facts contained in the monograph and is useful for classroom guidance.

Prints are available from the National Film Board, Box 6100, Montreal.

NOTES OF CURRENT INTEREST

Minister Describes Steps Taken To Increase Efficiency of NES

Steps taken by the federal Government to make the National Employment Service "an efficient job-finding agency whose function will be to bring the right worker in touch with the right employer" were described by Hon. Michael Starr, Minister of Labour, in an address to the 46th annual convention of the International Association of Personnel in Employment Security.

He was speaking after his acceptance of the Association's Citation of Merit, awarded to the Minister for "his perception of legislative, administrative and promotional needs in the employment security field and his follow-through; as a great promoter for the advancement of workers; and as a fine representative of his country and his people".

Listing the deficiencies he thought existed in Canada's employment service, Mr. Starr mentioned first the inadequacy of staff, both in quantity and quality.

"If an employment officer is going to spend virtually all his time in simply registering applicants who come to the office, or in doubling in claims work, he is not fulfilling his proper functions. He is not organizing any market, the market is organizing him," the Minister said.

Mr. Starr said that one of the first steps taken was to increase staff.

Commenting on salaries, Mr. Starr said he recognized that many NES workers could earn more elsewhere and that in Canada presently a salary policy is being implemented that will be rewarding both to the service and to old and new employees "who have the required enthusiasm, resourcefulness and initiative".

Noting the need for a clearer understanding by all the staff of the objectives of both job and organization, Mr. Starr observed:

"It is inevitable that any large organization will, over the years, acquire a good sprinkling of pedestrian types—those who do not see beyond the edge of their desks; those who resist any change simply because it may call for additional effort on their part; those who have lost their enthusiasm; and those who never had enthusiasm.

"The first step was to have a restatement of objectives and to let the staff know about them. This step was taken in the

National Employment Service under the heading 'Re-emphasis of the Employment Program'."

An intensive program to this end, Mr. Starr noted, was developed and applied at all levels. It has proved its merit both in theory and fact.

As a result of the program, an immediate upturn in placements was noted.

Mr. Starr is the fifth Canadian and the second Minister of Labour to receive the Association's Citation of Merit since it was inaugurated in 1947. Hon. Milton F. Gregg, Mr. Starr's predecessor, was awarded the citation in 1953.

Other Canadians who received the award were Arthur MacNamara, former Deputy Minister of Labour, cited in 1950; the late V. C. Phelan, then Director, Canada Branch, ILO (1951); and R. L. Campbell, former employer member of the Unemployment Insurance Advisory Committee (1956).

The Citation of Merit was established to recognize outstanding achievement and contribution to employment security by persons other than those directly connected with the program.

Growth of White-Collar Staffs Double That of Plant Workers

During the past 10 years the number of white-collar workers (administrative, technical and clerical employees) in manufacturing industries in the United Kingdom has increased twice as fast as the number of plant workers, according to the *Ministry of Labour Gazette* for July.

During the period 1948-58, white-collar workers in manufacturing increased by 600,000, while plant workers increased by 300,000. As a result of these increases, the proportion of white-collar workers to the total number of employees rose from 16 per cent to 21 per cent.

The largest proportional increase in the number of administrative, technical and clerical workers occurred in the non-ferrous mining products industry (from 10.9 to 15.3 per cent of total employees), the metal manufacture industry (13.7 to 18.9 per cent), and in the textiles industry (8.8 to 12.2 per cent).

In terms of absolute numbers, however, the largest increase was in the engineering, shipbuilding and electrical goods, and the

vehicles groups. In these industries the increase in the proportion of white-collar workers coincided with a big increase in the total number of workers employed. In textiles, on the other hand, the increase, from 9 per cent to 12 per cent, coincided with a fall of about 100,000 in the total number of employees: there was a very small increase in the number of white-collar workers and a drop of more than 100,000 in the number of plant workers.

Little Success in Organizing U.S. White-Collar Workers

Union efforts to organize white-collar workers in the United States during the first half of 1959 were intensified, but met with less success than ever before, according to National Labor Relations Board records.

Of 116 representation elections the Board conducted in white-collar units during the first six months of the year, unions won 51, involving 1,905 white-collar employees, and lost 65, involving 4,255 employees. Though the unions won about 43 per cent of the elections in the first half of 1959, the victories represent only about 31 per cent of the number of votes involved.

The leader in organizing activity in the white-collar field, the Office Employees' International Union, again heads the NLRB list in the number of elections; but it won only 13 out of 32 polls and netted only about 500 new or potential members while failing to organize units with 1,825 employees.

Unionist for 57 Years, Leader For 43, Silby Barrett Dies

Silby Barrett, the man who organized the United Steelworkers and the United Mine Workers in Canada, helped found the Canadian Congress of Labour and subsequently became a vice-president of that organization, died in Toronto August 9 at the age of 74.

A native of Newfoundland, Mr. Barrett moved to Nova Scotia in 1902 and became a member of the Coal Miners' Union. He continued to be a member of the trade union movement until his death.

Mr. Barrett helped to organize the Nova Scotia miners in the United Mine Workers in 1909-10. He became the first President of District 26, UMW when the union obtained its first contract in the fall of 1916. In 1919 he was elected a member of the UMW Board.

In 1918, Mr. Barrett helped to organize the National Steel and Tin Workers Union in the steel plant in Sydney.

In 1936, he was appointed by CIO President John L. Lewis to organize the steelworkers in Canada. He carried on organization in Sydney and New Glasgow successfully and the contract obtained from the steel company was the Steelworkers' first on the North American Continent. He was appointed Canadian Director of the Mine Workers, from which office he resigned in May 1942.

At the founding convention of the Canadian Congress of Labour in 1940, Mr. Barrett was elected an Executive Committee member, a position he held until 1951, when he was elected a Vice-President.

In 1945 Mr. Barrett was appointed by John L. Lewis as Director in Canada for District 50 of the United Mine Workers of America.

In 1951 he was appointed Director of the United Construction Workers in Canada, a unit of the United Mine Workers. In 1955 he was promoted to the post of assistant to the president of District 50, UMW.

Robert J. Barnett

Robert J. Barnett, a past president of the Ottawa Building and Construction Trades Council, died August 31 at the age of 79.

Mr. Barnett, a member of the Ottawa and District Trades and Labour Council for almost 40 years, was the business agent for an Ottawa local of the United Brotherhood of Carpenters and Joiners. He was also a member of the Unemployment Insurance Commission's Board of Referees in his locality.

Only 30 Years Old, President Of Flight Engineers Resigns

George R. Petty Jr. resigned last month as President of the 3,500-member Flight Engineers' International Association.

Mr. Petty, 30 years old, was one of the youngest presidents of an international union.

Ron Brown, Executive Vice-President of the Association, has assumed the presidency pending an election at the union's convention next spring.

The Association has one local in Canada, at Montreal, with a membership of 35.

1959 Canada Handbook Issued

The 1959 *Canada Handbook*, English edition, containing up-to-date facts on the country's economy and political, social and cultural development has been released. Thirtieth in the series, the new edition contains more than 300 pages and is profusely illustrated.

It sells at \$1 per copy.

Negotiate Schemes in Britain For Paying Displaced Workers

During the past few months unions and employers in Britain have negotiated several important agreements providing compensation for workers who lose their jobs through no fault of their own. The British term for such workers is "redundant".

One was in the cotton industry; others cover workers in gas, railway workshops and the engineering and maintenance services of British Overseas Airways Corporation.

Impact of Automation

The issue of compensation for redundant workers—in North America, severance pay—arose for various reasons, but the most important was the impact of automation.

The compensation agreements reached so far are of two types. The first provides that workers shall receive a fixed sum—often a week's pay—for every year of service if they are forced off the job; the second provides a long period of notice of dismissal so that he can look for another job. Another scheme is to pay the redundant worker the surrender value of his policy under the plant pension scheme.

The scale of compensation payments in the cotton industry agreement is calculated on a worker's normal weekly earnings. It varies according to age, beginning with the equivalent of one weeks wages at age 21 and rising to the equivalent of 30 weeks wages at 65 and over.

The agreement provides that where alternative employment at about the same level of earnings is available after a period that is shorter than the period over which a worker is entitled to receive compensation, the worker will receive only proportionate compensation.

A worker for whom employment is available only in a lower but "suitable" grade will receive "an appropriate share of compensation".

Qualifying Period

Sometimes there is a qualifying period before the compensation provisions apply. In gas, five years in the industry are necessary; in coal the minimum period is two years.

Redundant workers may get their compensation either in a lump sum or in weekly payments while they are looking for a new job. In gas, where two-thirds the normal weekly wage is paid for each year of service up to a maximum of 13 weeks, workers receive a lump sum with additions for the over-45's.

U.S. Agreement Provides for Sharing of Productivity Gains

A collective agreement signed last month in San Francisco makes provision for longshoremen and stevedores to share in productivity gains stemming from labour-saving devices.

The International Longshoremen's and Warehousemen's Union agreed it would not oppose introduction of new machines and techniques that would reduce man-hours spent in loading and unloading ships.

In return, the employers' Pacific Maritime Association have set up a fund to "guarantee the fully registered work force a share in the savings effected by labour-saving machinery, changed methods of operations, or changes in working rules... resulting in reduced manpower..." The employers agreed also to "maintain the 1958 fully registered work force, with allowance for normal attrition".

During the first year of the three-year agreement, the employers will contribute \$1,500,000 to the fund.

AFL-CIO Executive Council Votes To Re-Admit ILA on Probation

The AFL-CIO Executive Council at its mid-summer meeting last month voted to re-admit, on probation, the International Longshoremen's Association, which was expelled in 1953 from the old AFL on charges of corruption. The Council's action is subject to ratification by the AFL-CIO biennial convention this month.

It was the first time the AFL-CIO has decided to take back a union that was expelled for corruption.

George Meany, Federation President, said that the Council's decision was a result of the conviction of the AFL-CIO leaders that the ILA has made substantial progress in ridding itself of "hoodlums" and correcting corrupt conditions.

The probationary period is to last two years, until the AFL-CIO convention in 1961.

The ILA's readmission is conditional on the achievement of a merger or working agreement between it and the International Brotherhood of Longshoremen, chartered by the AFL at the time of the ILA expulsion.

There are a number of other conditions attached to the ILA's admission. One is that Mr. Meany be given power to supervise the workings of the union to make sure that it lives up to the AFL-CIO ethical practices codes. Besides this, the ILA will be subject to suspension or expulsion by a

majority vote of the Executive Council at any time between the 1959 and the 1961 AFL-CIO convention, if the Council decides that the union has again become corrupt.

One consideration that influenced the Council's decision was the ILA's rejection a short time before of a proposal made by James Hoffa, President of the International Brotherhood of Teamsters, for an alliance between the ILA and the International Longshoremen's and Warehousemen's Union on the West Coast. The ILA convention, at which the proposal was considered, passed a strongly worded statement of policy against any alliance with unions whose leadership is under Communist influence or domination.

At the end of the month, leaders of the ILA and the IBL were meeting to work out a unity agreement.

At its mid-summer meeting, the AFL-CIO Council, acting on a proposal by five clothing, textile, hat and leather goods unions for establishment of an import quota system, instructed its staff economists to meet with representatives of all affiliated unions and seek a "meeting of minds" on how protection could be provided for workers in industries hurt by low-wage imports without undermining labour's adherence to the principles of free trade.

Walter Reuther, Chairman of the Federation's Economic Policy Committee, held that the import question must be solved without a reversion to high tariffs and other obstacles to maximum trade.

CLC Delays Action on Application For Affiliation by Mine-Mill

The Executive Council of the Canadian Labour Congress, meeting last month in Winnipeg, endorsed a strike, dealt with an application for affiliation, and appointed a vice-president.

The Council pledged "full moral support" to members of the International Woodworkers of America on strike in British Columbia, and instructed the Executive Committee to consider issuing a national appeal for assistance to the IWA.

On a conditional application for affiliation from the Canadian section of the International Union of Mine, Mill and Smelter Workers, the Council instructed the Committee to take note of developments at the next Mine-Mill convention. Further steps will be considered by the CLC after that convention.

J. Harold D'Aoust, Canadian Director and an International Vice-President of the

Textile Workers Union of America, has been elected a Vice-President of the Canadian Labour Congress.

Mr. D'Aoust succeeds Paul Swaity of the same union, who resigned from the CLC position because of his assignment to other duties in his own union.

The Council also approved a statement calling on the Government to "voice its determined opposition to the resumption of nuclear tests" and another urging the Prime Minister to raise at the forthcoming meeting of the heads of Commonwealth nations the question of South Africa's policy of *apartheid*.

U.N. Conference Studies Ways to Combat Prejudice, Discrimination

Recommendations on the most effective ways in which education, the community, and the law can help to combat prejudice and discrimination were discussed at the Second United Nations Conference of Non-Governmental Organizations interested in the Eradication of Prejudice and Discrimination. More than 100 organizations were represented by some 250 delegates.

The recommendations were made by three working groups at the conference which examined various techniques for combatting prejudice and discrimination.

Among the recommendations were:

—Education against prejudice and hostility is more likely to be successful when it is conducted for groups rather than for separate individuals;

—The programs should be offered mainly to teams of key individuals in organizations and communities;

—Textbook revisions should be undertaken to eliminate "inaccurate statements about minorities, or peoples of other lands and cultures, . . .

Employment Field

In the field of employment some delegates reported a measure of success in efforts by their organizations to have questions concerning religion and race deleted from application forms. Some organizations conducted investigations that discovered "valuable opportunities for minorities" because of local shortages of certain types of workers. It was pointed out, however, that it was not considered desirable in general "that minorities should be content with jobs that no one else was willing to do".

On the international level, stress was placed on the "primary importance" of conventions and similar instruments for combatting prejudice and discrimination.

U.N. Technical Assistance Plan Ten Years Old Last Month

The United Nations Expanded Program of Technical Assistance was inaugurated ten years ago last month. Last year Canada contributed \$2,000,000 to the Program.

Canada, along with Britain, the United States and France, has been one of the largest contributors to the plan. In 1958, some \$30,000,000 was contributed by 86 governments.

Seven Commonwealth countries during 1958 contributed 18 per cent of the total pledge.

UIC Booklet Urges Employers To Consider Older Workers

A new booklet that urges employers to give fair consideration to the employment of older workers has just been published by the Unemployment Insurance Commission.

The booklet, *How Old Is Old?*, subtitled *A Study of the Older Worker Problem*, points out that in some important respects, older workers are superior to younger employees. It is directed mainly to employers in the hope that they will examine their hiring practices to ensure that they are giving consideration to the advantages of employing experienced, mature workers.

"The belief held by many employers that when a worker has passed the age of 40 he is no longer able to maintain production standards is a fallacy," the pamphlet states. It points out that in engaging the services of a professional man, such as a doctor, a lawyer or a dentist, the very employers who are unwilling to employ older workers "prefer the hoary head of the mature man for the reason that it represents experience, judgment and wisdom".

It maintains that older workers attend to their work better, are less frequently absent, and "often turn out a better quality product" than the younger workers.

"The employer who takes advantage of the professional, business and technical skills of the older worker is making a wise financial investment on behalf of his organization—an investment that pays rich dividends," the booklet says.

The contribution that older workers can, if employed, make through their purchasing power to the economy of Canada is also mentioned.

The supposedly serious obstacles to the employment of older workers presented by pension plans are dealt with in the pamphlet. Although some types of pension schemes

do present difficulties affecting the employment of older workers, "nevertheless, when viewed in their proper perspective they are not as serious as they might at first appear," the booklet asserts.

The booklet describes the flexible policy of the federal Government regarding the hiring and retention of older workers in the public service, and the efforts being made by the National Employment Service to increase employment opportunities for such workers.

The pamphlet is published in both English and French versions.

More Persons Receiving Old Age Assistance, Disabled Allowance

The number of persons receiving old age assistance in Canada increased from 97,836 at March 31, 1959 to 98,560 at June 30, 1959.

The federal Government's contributions under the federal-provincial scheme totalled \$7,609,958.91 for the quarter ended June 30, 1959, compared with \$7,593,917.93 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$166,659,272.08.

At June 30, 1959, the average monthly assistance in the provinces ranged from \$48.83 to \$53.19 except for one province where the average was \$44.36. In all provinces the maximum assistance paid was \$55 a month.

Blind Persons' Allowances

The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,747 at March 31, 1959 to 8,735 at June 30, 1959.

The federal Government's contributions under the under the federal-provincial scheme totalled \$1,052,163.68 for the quarter ended June 30, 1959, compared with \$1,060,388.70 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$24,247,991.53.

At June 30, 1959, the average monthly allowance in the provinces ranged from \$50.69 to \$54.39. In all provinces the maximum allowance paid was \$55 a month.

Disabled Persons' Allowances

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 48,040 at March 31, 1959 to 48,476 at June 30, 1959.

The federal Government's contributions under the federal-provincial scheme totalled \$3,967,455.21 for the quarter ended June 30, 1959, compared with \$3,939,969.95 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$43,641,285.69.

At June 30, 1959, the average monthly allowance in the provinces ranged from \$51.28 to \$54.69. In all provinces the maximum allowance paid was \$55 a month.

More Plans Now than in '52 Contain Vesting Provision

A considerable increase in the prevalence of vesting provisions in pension plans subject to collective bargaining in the United States is shown by a new study, a report of which is published in the *Monthly Labor Review* of the U.S. Department of Labor for July.

The report shows that 58 per cent of 300 pension plans studied late in 1958 provided for vesting; in a similar study conducted in 1952 only 25 per cent contained vesting provisions.

Vesting was provided in 174 plans, or almost three out of five. Of these, 154 provided full vesting, 19 deferred graded vesting, and one immediate full vesting. Deferred full vesting constituted a somewhat larger proportion of the total than in 1952.

Of the 231 single-employer plans studied, more than two thirds (162) contained vesting provisions, as against 12 of the 69 multi-employer plans. About four out of five contributory plans vested in the qualified worker all or part of the employer's contributions, and slightly more than half of the 249 non-contributory plans contained such provisions. In 1952 only 10 per cent of the non-contributory plans contained such provisions.

Under deferred full vesting the worker retains a right to all accrued benefits if his employment terminates after he reaches a certain age, or after a certain period of service or of participation in the plan.

Under deferred graded vesting the worker acquires a right to a certain percentage of accrued benefits when he meets specified requirements. The percentage vested increases as additional requirements are fulfilled, until full vesting is reached.

Immediate full vesting gives the worker a vested right as soon as he comes under the pension plan.

In the 300 plans studied early retirement provisions were found to be much more prevalent than vesting provisions—218 plans compared with 174 plans. Both early retirement and vesting provisions were found in 163 plans.

In order to qualify under early retirement provisions the employee usually has to meet certain age or service requirements, as in the case of vesting. Fifteen years of service was the most common requirement,

and 10 and 20 years were often required. Minimum age requirements for early retirement were generally decidedly higher than those for vesting. All but 17 plans stipulated age 55 or higher. Age 60 was the minimum age in more than half of the plans.

Sweden Adopts Program for Supplementary Old Age Pensions

A new supplementary old age pension scheme that covers all Swedish citizens over the age of 16 years who are employers, self-employed or in gainful employment will come into effect next January 1.

The workers' pensions are to be paid for by contributions from the employers, who will also have to contribute to a fund out of which their own pensions will be paid. The pensions of self-employed persons will likewise come out of a fund financed by their own contributions.

An employee's pension will be assessed on the amount by which his annual income exceeds 4,000 kroner (Kr. 5.18 equals \$1) up to a maximum of Kr. 30,000. For employers and self-employed persons it will be the amount by which their income exceeds Kr. 4,000 up to Kr. 8,000, plus two thirds of any income over Kr. 8,000 up to the same ceiling of Kr. 30,000. The pension is calculated on the basis of the most favourable 15 years in a person's working life, with a device to compensate for inflationary changes.

Although the scheme comes into force on January 1, 1960, as far as contributions are concerned, there will be a short transitional period before it is on a sound actuarial footing, and no benefits will be paid until the beginning of 1963. For the first 20 years the pension will amount to a fraction of the full pension, and once the scheme is fully under way (by 1990) it will be necessary to have a pensionable income for 30 years or more to qualify for the full pension.

The normal pensionable age, as under the existing scheme which the new one supplements, will be 67; but a reduced supplementary pension may be drawn at any time after the age of 63.

It appears that under the scheme, when a married man who has been earning an average of Kr. 6,000 a year retires, he and his wife will receive in normal old age pension and supplementary pension taken together Kr. 600 more than the man has been earning during the best years of his working life. A more typical case would be that of a man earning Kr. 10,000. His pension, including his wife's, would come to Kr. 9,000.

Coal Mine Operating Costs Drop; Labour Component Declines Most

Nine components of the operating costs of Canadian coal mines decreased in 1958 from the 1957 averages, it is reported in the annual survey of costs and revenues by the Dominion Coal Board. The component showing the greatest decrease was Labour and Workmen's Compensation.

Expenditures for labour and workmen's compensation totalled \$32,579,000, an average of \$3.27 a ton, a decrease of 36 cents a ton from 1957.

Operating costs for the industry as a whole decreased 58 cents a ton, a 7.7-per-cent decline to \$6.96 a ton. Revenue from coal sales, at \$6.24 a ton, decreased 82 cents, or 11.6 per cent.

The industry realized a profit of 21 cents per net ton on its combined underground and stripping operations. In 1957, average profit was 16 cents a ton.

The loss on the actual production and sales of coal before miscellaneous income and stock adjustments amounted to 72 cents compared with 48 cents a ton in 1957.

Three areas reported increases in per man-day production: Saskatchewan, 8.1 per cent; Nova Scotia, 4.9 per cent; and New Brunswick, 0.5 per cent. The industry as a whole showed a 13-per-cent increase in per man-day production.

Median Wage Increase in U.S. 9.8 Cents in Second Quarter

The median wage increase obtained in collective bargaining in the United States during the second quarter of this year was 9.8 cents an hour, according to a survey conducted by the Bureau of National Affairs, Inc. This is the same as in the second quarter of 1958, whereas in the fourth quarter of 1958 and the first quarter of 1959 it had dropped to 8.4 cents.

The increase in the median during the second quarter of this year was attributed partly to a seasonal concentration of settlements in the high-wage construction industry. The median in non-manufacturing industry excluding construction, however, was 10.1 cents; while in manufacturing it was 8.5 cents. Both medians were half a cent above those of the first quarter of the year.

The median increase in the construction industry during the first half of the year was 14.6 cents an hour, which was half a cent below the median for the industry in 1958. The median increase in the textile industry, where increases for the past few years have been small, was up to 8.2 cents during the first half of this year.

U.S. Publishes 1955-75 Projection Of Labour Force, Population

By 1965, there may be a shortage in the United States of men in the age group 25-44, the ages between which many skilled workers gain their experience, it is predicted in a report by the U.S. Department of Labor projecting developments between 1960 and 1975.

As a result of this shortage, the report points out, rapid advancement will be possible for workers with good preparation for their jobs. But at the same time, increased competition for "entry" jobs among inexperienced new workers will make it more difficult for young people to find employment.

The 55-page study, *Population and Labor Force Projections for the United States, 1960 to 1975*, estimates that the country's labour force will reach 95,000,000 by 1975.

Between 1955 and 1965, it is estimated, there will be an increase of 11,000,000 in the work force, but only about 2,500,000 will be in the 25-and-over age group. More than 4,000,000 will be between 14 and 24, while another 4,000,000 will be adult women.

Between 1965 and 1975 there will be an increase of almost 15,000,000, of whom young workers will number about 5,000,000 and adult women about 2,000,000.

The U.S. Bureau of Labor Statistics, which prepared the report, foresees that the addition of large numbers of young people and married women to the labour force will mean an annually large increase in the number of part-time workers, and that employers will have to find additions to their skilled staffs from among these young workers and adult women.

57,000 Immigrants in First Half

Immigration to Canada dropped by more than 10,000 in the first six months of this year, amounting to 57,089 compared with 67,744 for the same period in 1958, the Department of Citizenship and Immigration has reported. Both figures were far behind the 182,416 immigrants who arrived during the first six months of 1957.

In the second quarter of 1959, a total of 40,134 immigrants entered Canada, compared with 46,501 for the same period in 1958.

Of the 57,089 immigrants who arrived in the first six months of this year, 29,535 were destined to the labour force. The occupational group of 7,478 was listed as "manufacturing, mechanical and construction"; of 5,372, labourer; of 5,192, service; of 3,065, professional; of 3,021, clerical.

Changes in Unemployment Insurance Act

Changes made by Second Session of Twenty-Fourth Parliament raise salary limit of insurable employment, increase employer and employee contribution rates, raise allowances for allowable earnings, extend maximum duration of benefits

Important changes in the Unemployment Insurance Act were made during the Second Session of the Twenty-Fourth Parliament.

On April 27, the Minister of Labour gave notice of his intention to introduce a measure to amend the Unemployment Insurance Act. On May 5, the House went into committee to consider the resolution and the Minister outlined the main features of the proposed changes. He explained that the amendments would raise the salary limit of insurable employment, increase the rates of contributions payable by employers and employees, raise allowances for incidental earnings, extend the maximum duration of regular benefits from 36 to 52 weeks, and liberalize some of the provisions of the Act dealing with the qualifying period for unemployment insurance benefits.

The raising of the limit of insurable employment of salaried employees brings "under the umbrella of unemployment insurance protection persons making up to \$5,460 as compared with only \$4,800 under the present Act," he said. The change is related to the continuing increase in salaries. When the Unemployment Insurance Act came into force in 1941, the ceiling was set at \$2,000 per year. Because of the rising levels of wages and salaries, the ceiling applicable to the salaried group has had to be adjusted from time to time in order to maintain the coverage for the same classes of employees. Such adjustments were made in 1943, 1946 and in 1950, when the ceiling was raised to \$4,800.

The raising of the limit to \$5,460 had been recommended both by the Unemployment Insurance Commission and the Unemployment Insurance Advisory Committee as a measure to restore the shifting balance between average weekly earnings and the maximum coverage. The amendment does not affect the principle that employees paid at hourly, daily, piece or mileage rates are covered by the insurance irrespective of the amount of their earnings.

Another amendment, which is closely related to this one, revises the schedule of rates of benefit; the change in the schedule of benefit rates was also made in the light of changes in wage levels in the past four years. The Unemployment Insurance Commission and the Unemployment Insurance Advisory Committee had concurred in recommending an amendment which would again make the rates of benefits equal to

approximately 50 per cent of the recent wages earned by claimants. The amendment adds two new classes of benefit, with the result that eventually the maximum weekly benefit that will be payable under the Act will be \$36 for a person with a dependent instead of \$30 as at present.

A new schedule of allowable earnings is provided for by another amendment. Since the allowable earnings principle was first introduced in the Act in 1955, experience has shown that the amount of earnings allowed should be higher if the claimant is to have adequate incentive to take on casual work. The amendment increases allowable earnings to one half of the claimant's benefit rate, rounded to the nearest dollar. A new schedule for allowable earnings provides, in addition, for somewhat higher allowable earnings for the person with a dependent, thus recognizing the greater responsibilities of those with dependents.

Another amendment, which sets out the grounds on which the period of qualification may be extended, adds to these grounds time served in penitentiary up to two years. Under the Act, prior to this amendment, a person who had spent up to two years in penitentiary would lose the benefit of his unemployment insurance contributions.

The maximum duration of benefits was also increased, from 36 to 52 weeks. This, explained the Minister, "is being introduced in answer to many representations and reverts to the situation that existed back in 1955". When the Act was amended in 1955, the maximum duration was decreased on the ground that only a very small percentage of claimants required protection beyond 36 weeks. Since that time, the Government has received many representations to the effect that the 52-week maximum duration should be restored.

Another important change was the increase in the rates of contributions to the Unemployment Insurance Fund by Government, employers and employees. In regard to the new and higher contribution rates, the Minister observed that extensions of coverage and the adoption and extension of seasonal benefits had resulted, over the years, in a steady increase in payments out of the Unemployment Insurance Fund. The reasons for the increase in contributions is to maintain the Fund in a situation of stability over the next few years.

The Minister explained that it was not the Government's intention to adopt an inflexible attitude in this regard. "I hope," he said, "that the situation will be reviewed from time to time in the light of the requirements of the Fund and, should it be possible, as an example, a year from now to look at the situation and find it possible to reduce the rates, then most certainly that action would be taken".

Specific increases in contributions are prescribed for both employers and employees and the schedule of contributions is changed accordingly. As far as the Government's contribution is concerned, the formula remains unchanged. It provides that the employers pay 5/12 of the total, the employees 5/12 and the Government 2/12. Although the amendment does not affect the ratio of the Government's contribution to the Fund, increasing contributions made by employers and employees automatically increases the absolute amount the Government would have to pay to provide for its 2/12 of the total.

The amendments summarized above are the more important provisions of the bill. At second reading, an amendment was moved and defeated on division. The amendment called for not proceeding with a bill "the terms of which do not provide that the contribution from the Government to the Fund be made equal to one-half that of the existing contributions from employers and employees".

The bill was read the second time on May 14, and referred to the House of Commons Standing Committee on Industrial Relations.

The Committee heard a number of witnesses, including representatives of the Canadian Congress of Labour, and examined the provisions of the bill clause by clause.

The Canadian Manufacturers' Association, which presented its views on May 21, found the majority of amendments proposed by the bill acceptable in principle. However, the proposed increase in contribution rates and the increase in the maximum duration of benefit from 36 to 52 weeks were not justified, the Association thought. An increase in contribution rate of not more than 20 per cent would not be opposed by the Association but "if employers and employees are expected to contribute more to the Fund, it is all the more reason that the Government should increase its own rate of contributions".

The view of the Association was that "there should be no amendments apart from those already accepted in principle,

until there has been a complete review and re-examination of the Act and scheme by some independent body and competent authority such as a Royal Commission".

The Canadian Labour Congress representatives, who submitted their brief on May 22, agreed with the major provisions of the bill but criticized the amendment dealing with the increase in the weekly contribution rate. The brief expressed the view that the Government's contribution to the Fund should be made to equal one half of the combined contributions from employers and employees.

As to the raising of the ceiling on insurable employment, the Canadian Labour Congress approved the amendment and at the same time stressed the importance of reviewing the level of earnings of salaried employees at regular intervals. The Congress thought that the ceiling of insurable employment should be adjusted "as often as appears necessary and regulatory powers in this respect should be given to the Unemployment Insurance Commission".

Other organizations of employers and employees which testified before the Committee were the Canadian Construction Association, the Canadian Chamber of Commerce, Canadian and Catholic Confederation of Labour, the Canadian Retail Federation, Canadian Bankers' Association, the Interprovincial Farm Union Council and The Board of Trade of Metropolitan Toronto.

Detailed consideration of the bill in the Standing Committee began on June 2 and ended on June 9. On June 10 the bill was reported to the House with one amendment, deletion of a clause dealing with a minor technical matter. The deletion had the effect of leaving Section 40 unchanged. It deals with employee contributions held in trust for Her Majesty in the event of liquidation, assignment or bankruptcy of an employer.

The bill was considered in Committee of the Whole from June 15 to 18, a minor amendment was agreed to, and on June 19 the bill was read the third time and passed. It received Royal Assent on July 8 and went into effect on September 27.

Detailed Analysis

A more detailed analysis of some of the major provisions and a short account of minor changes are given below:

The changes in the rates of contributions, the raising of the upper limit of insurable employment of salaried employees and a partial revision of the rates of benefit are reflected in the new schedules of earnings, contributions and benefit rates.

As may be seen from Table 1, there is no change in the earning ranges at the lower end of the scale. At the upper end,

TABLE 1.—NEW SCHEDULE OF CONTRIBUTIONS BY EMPLOYERS AND EMPLOYEES

Range of Weekly Earnings in Dollars		Weekly Contributions in Cents	
Old.	New	Old	New
Less than 9	No change	8	10
9 and under 15	"	16	20
15 " 21	"	24	30
21 " 27	"	30	38
27 " 33	"	36	46
33 " 39	"	42	54
39 " 45	"	48	60
45 " 51	"	52	66
51 " 57	"	56	72
57 and over	57 and under 63	60	78
	63 " 69	60	86
	69 and over	60	94

there are two new classes of earnings. The highest, open-end class of earnings (\$57 and over) has been converted into a new class (\$57 and under \$63) and another new class (\$63 and under \$69) has been added. The new open-end class covers earnings of \$69 and over.

The changes in the range of weekly earnings are related to the new rates of contributions.

The new rates of contributions show an over-all increase of about 30 per cent over the previous rates.

New Rates of Benefit

A new scale of average weekly contributions serves as a basis for determining the weekly rate of benefit for persons without dependents and those with dependents.

The new rates of benefit are, in turn, related to the ranges of earnings and thus the new and old benefit rates can be compared.

TABLE 2.—RATES OF BENEFIT

Range of Average Weekly Contributions		Weekly Rate of Benefit	
		Person Without Dependent	Person with Dependent
Cents		\$	\$
Less than 25		6	8
25 and under 34		9	12
34 " 42		11	15
42 " 50		13	18
50 " 57		15	21
57 " 63		17	24
63 " 69		19	26
69 " 75		21	28
75 " 82		23	30
82 " 90		25	33
90 and over		27	36

As the new benefit schedule adds two new rates of benefit at the top of the schedule, persons earning \$63 and more will receive a higher benefit rate than previously. Thus, the claimant earning \$57 and over was eligible for the benefit of \$23 if he was without dependents, and for \$30 if he had dependents. His new benefit will

TABLE 3.—NEW AND OLD BENEFIT RATES COMPARED

Range of Average Weekly Earnings in Dollars		Weekly Rate of Benefit in Dollars			
		Person Without Dependent		Person with Dependent	
Old	New	Old	New	Old	New
Less than 9	No change	6	No change	6	No change
9 and under 15	"	6	"	8	"
15 " 21	"	9	"	12	"
21 " 27	"	11	"	15	"
27 " 33	"	13	"	18	"
33 " 39	"	15	"	21	"
39 " 45	"	17	"	24	"
45 " 51	"	19	"	26	"
51 " 57	"	21	"	28	"
57 and over	57 and under 63	23	"	30	"
	63 and under 69	23	25	30	33
	69 and over	23	27	30	36

be higher than formerly, and will depend on the range of his earnings up to \$69. A person in the class of earnings between \$63 and \$69 will receive \$25 ("without dependents" rate) or \$33 ("with dependents" rate).

A person who claims benefit on the basis of earnings of \$69 and more in the past 30 weeks will receive ("without dependents" rate) \$27 or ("with dependents" rate) \$36. Formerly, the rates of \$23 and \$30 were applicable at the level of earnings of \$57 and over.

Although the rates of benefit in the other groups of earnings have not been changed, the ratio of the benefit to earnings continues to be favourable to claimants in the lower groups of earnings.

Protection of Benefit Rate on Second Claim

Prior to the present amendment, a claimant who established a second or subsequent benefit period on the basis of contributions, some or all of which were made during a period when the claimant was working less than his normal full working week, may

have been entitled to a lower rate of benefit than that he received on his immediately preceding claim.

The amendment aims, by adding a new provision to the Act, at minimizing the effect of a reduction in earnings and consequently in benefits caused by a shortened work week. Where successive benefit periods occur within two years, the rate of benefit during the new benefit period will not drop more than one class below that of the immediately preceding benefit period. As a result of the amendment, a claimant who, for example, was receiving his previous benefit at the rate of \$25 and whose subsequent rate of earnings would entitle him to the benefit of \$21 would, by the application of this rule, now be eligible for the benefit of \$23.

Relating Benefit Rates to Prior Contributions

As prior to the amending Act the rate of benefit was based on a different scale of contributions, it was necessary to clarify the position of claimants who had contributed to the Fund on the basis of the old schedule.

The rate of contributions of persons whose benefit period is established on or after the date of coming into force of this amendment and who contributed to the Fund under the previous schedule of contributions is to be reckoned on the basis of a subsidiary schedule, shown on Table 4.

The range of contributions listed in column 1 refers to the actual contributions of claimants. The amounts shown in column 2 are set out for the purpose of determining the rates of benefit for those claimants who are within the scope of this transitional provision.

Extension of Qualifying Periods

The basic requirement of the Unemployment Insurance Act is that an insured person must have to his credit at least 30 contribution weeks in the period of two

TABLE 4.—SCHEDULE FOR DETERMINING BENEFIT FOR CONTRIBUTORS TO FUND PRIOR TO AMENDMENT

Range of Average Weekly Contributions		Weekly Contributions
Cents		Cents
Less than 20	.....	20
20 and under 27	.....	30
27 " 33	.....	38
33 " 39	.....	46
39 " 45	.....	54
45 " 50	.....	60
50 " 54	.....	66
54 " 58	.....	72
58 and over	.....	78

years immediately preceding his claim for benefit. Out of this total of two years, at least eight weeks have to be in the year immediately preceding the claim. This basic requirement is made less stringent by a provision of the Act which allows the period of two years and one year to be extended by the duration of incapacity to utilize contributions acquired during periods of employment prior to periods of illness, non-insurable employment or absence from work because of a stoppage arising from a labour dispute.

The present amendment adds additional grounds for extension of the qualifying periods so as to cover persons serving a sentence of imprisonment in any penitentiary or other place of confinement.

As the result of the amendment, relatively short-term prison inmates will not lose the unemployment insurance contributions earned in the two years prior to beginning their terms.

New Schedule of Allowable Earnings

The provision in respect to allowable earnings determines the amount of earnings which the claimant is allowed to earn at casual work without causing any reduction to be made in benefit.

Under the new schedule, allowable earnings have been increased to one half of the claimant's benefit rate, rounded to the

TABLE 5.—OLD AND NEW ALLOWABLE EARNINGS

Old Allowable Earnings Rates			New Allowable Earnings Rates			
Weekly Benefits Single Dependency		Earnings not Deducted	Single		Dependency	
Weekly Benefits			Weekly Benefits	Earnings not Deducted	Weekly Benefits	Earnings not Deducted
\$	\$	\$	\$	\$	\$	\$
6	8	2	6	3	8	4
9	12	3	9	5	12	6
11	15	4	11	6	15	8
13	18	5	13	7	18	9
15	21	6	15	8	21	11
17	24	7	17	9	24	12
19	26	9	19	10	26	13
21	28	11	21	11	28	14
23	30	13	23	12	30	15
			25	13	33	17
			27	14	36	18

nearest dollar. Slightly higher allowable earnings are applicable in the case of claimants with dependents.

Other Amendments

One of the amendments not directly related to unemployment insurance repeals a provision of the Act which provided for

the control and licencing of private employment agencies. The repeal of this provision places the matter of licensing or otherwise controlling private employment agencies outside the scope of the federal legislation. A number of minor amendments clarify some of the provisions of the Act and bring the text in line with the major changes discussed above.

Equal Pay for Equal Work

New Women's Bureau publication traces development of idea that women should receive same pay as men for doing same work, measures taken to put idea into practice, and the demands this makes on women who wish to take advantage of it

The development of the idea that women should get the same pay as men if they are doing the same or equivalent work—"equal pay for equal work"—the measures that have been taken to put it into practice, and the demands it makes on women who wish to take advantage of it, are described in a new publication just issued by the Women's Bureau of the Department of Labour.

The bulletin, *Equal Pay for Equal Work, The Growth of the Idea in Canada*,* describes equal pay for equal work as "a principle of remuneration in which wage rates are based on job content without regard to sex. It requires that a job be evaluated according to the work entailed and the skill and training needed and then that the worker be recompensed accordingly."

Although this principle would seem to be fair and reasonable, the bulletin says, the practice of paying women less than men for doing the same work remains widespread. One main argument commonly advanced in support of the practice is that a man is usually a family breadwinner, whereas a woman, it is assumed, has no such responsibilities and consequently is willing to take lower pay.

"A more significant reason for this practice, however, is the economics of the labour market, in particular, the law of supply and demand," the report says. "Since women move in and out of the labour force with greater frequency than men, there are usually enough or more than enough of them available for any particular type of employment at any particular time. If the

supply of men runs out, therefore, employers know that they can find women to take the available jobs."

Other reasons for the lower wages paid to women are: that women usually have less job training and experience than men, that their employment is often cut short by marriage, that women are usually less interested than men in improving their qualifications and conditions of employment, and that most working women in Canada are not organized.

However, the bulletin points out, "The changing role of women in the economy, particularly since the end of the Second World War, has strengthened the case for equal pay. Women have become a more stable element in the labour force of Canada. Nowadays one worker in four is a woman.

"Experience has made it clear that the industrial output and efficiency of women workers can be as satisfactory as those of men.

"Also the pattern of work in women's lives has changed radically. Most women now expect, and indeed are expected, to work for pay at some time in their lives. More and more of them are remaining in jobs after marriage...

"Also, women, though still in by no means large numbers, more often are found working alongside men in occupations formerly staffed exclusively by men."

One manifestation of this change in the role of women is that the principle of equal pay for equal work has been recognized by federal law and by the laws of seven provinces, and that it is commonly the subject of collective bargaining and has become an important aim of the trade unions.

*Obtainable from the Queen's Printer, Ottawa, at 25 cents a copy.

History

Although occasional instances of support for the principle of equal pay for equal work in Canada have been recorded since as far back as 1882, it was during the First World War that it became a live issue, the bulletin says. This came about through the employment of women in factories and by the railways, where after gaining skill and experience they were sometimes paid the same rate as had been paid to men who had been doing similar work.

During the last year of the war a government declaration of labour policy gave support to the principle of equal pay. At about the same time the McAdoo Award applying to the United States railways, which was made applicable to the Canadian railways by the Canadian Railway War Board, laid down the principle of equal pay for equal work.

During the postwar depression, however, the report says, the question fell into the background and no action was taken concerning it until the Second World War. The Wartime Wages Control Order of 1941, however, made no distinction between the sexes in the matter of wages. Notwithstanding this, two years later a report by the National War Labour Board expressed misgivings about the practicability of applying the principle of equal pay for equal work.

As in the first war, the bulletin reports, the extensive employment of women in men's work aroused in the minds of trade unionists "the fear that inequality of wage rates between men and women might 'constitute an undermining of the wage rates and standards won by the trade unions over a long period of time'." Some unionists favoured legislation, but others thought that recruiting women as trade unionists in larger numbers would be a more effective safeguard.

At the end of the war, returned members of the Armed Forces were faced with "unfair competition" by women working at the same jobs as men for less pay. Concern over this competition led the labour movement to request federal and provincial legislation to enforce the equal pay principle.

The Government's Advisory Committee on Reconstruction also interested itself in the question of women's employment, and a subcommittee appointed by it favoured

the principle of equality of pay, working conditions and opportunity for advancement for women.

"The idea of equal pay for equal work had taken hold," the report says. "Campaigns on behalf of legislation on the subject gathered strength from many quarters. Some of the political parties made it a plank in their platforms. The National Council of Women strongly reiterated its support of the principle."

In 1951 the International Labour Organization adopted the Convention on Equal Remuneration for Men and Women Workers for Work of Equal Value. This had the effect of greatly increasing the pressure for legislation.

Legislation

Since 1951 seven provinces, Alberta, British Columbia, Manitoba, Nova Scotia, Ontario, Prince Edward Island and Saskatchewan, have enacted equal pay laws. The federal Parliament passed equal pay legislation in 1956.

The report outlines the scope and provisions of the federal and provincial laws, including the coverage of the acts, what they describe as constituting "equal work," methods prescribed for making complaints under the acts, how complaints are dealt with, protection provided to the complainants against reprisals, and penalties provided for breach of the law.

Minimum Wage Orders and Equal Pay

All the provinces have passed laws guaranteeing minimum wages to women employees, usually with the exception of agricultural workers and domestic servants in private homes. In some of the provinces the minimums are set for women only.

"For some 20 years in the province of Quebec identical minimum rates have been set for men and women workers. The same is true of Saskatchewan. In British Columbia most minimum wage orders cover both men and women employees, although there are a few covering only men or only women. All but two of the orders which cover both men and women set the same rates for workers of both sexes," the report says.

Some of the provinces set lower minimum rates for women than for men but there has been a tendency for the differential to be reduced during the past few years.

Equal Pay Provisions in Collective Agreements

Anticipating increased employment of women, after the Second World War the unions gave higher priority to the equal pay issue in collective bargaining than they had before the war.

In bargaining, different unions approach the question of equal pay in different ways. Some have bargained to secure equal pay provisions in collective agreements, although such provisions are not frequent. Some contract provisions merely recognize the "principle of equal pay for equal work" without further defining it. Some clauses say that the woman must be doing a job "formerly done by a man" or must be given the same rate of pay for work described as a "male classification". Other stipulations are that the woman must be doing, or be capable of doing, the work "without assistance"; or that she must "render equal service" or "obtain approximately equal results in quality and quantity of production with adult male employees".

However the provisions are worded, the report remarks, the intention is to ensure that where men and women are doing the same jobs they are to receive the same pay.

Job Evaluation Programs

"The practice of job evaluation in a growing number of industries has contributed to the acceptance of the principle of equal pay for equal work," the report says. It points out that, "Strictly speaking it is not possible to introduce equal pay without adequate appraisal of jobs on the basis of the work to be done, the skills required for its performance and the conditions under which it is performed. The principle is implicit in the process of determining without regard to personality the worth of one job in relation to another."

A Challenge to Women

Under the heading, "A Challenge to Women," the report states that, "Acceptance of the principle of equal pay for equal work is fundamental to the improvement of women's economic status. It is a goal that challenges women to responsible participation in the working world."

The bulletin mentions three ways in which women can take advantage of the favourable

attitude towards equal pay for equal work in Canada: by acquiring suitable vocational training, by participating in trade union activity, and by making use of equal pay legislation.

For several reasons, the report says, women have been inclined to be apathetic towards making use of vocational training. The need, for financial reasons, to get work without waiting for training, the "lingering antipathy towards their sex in fields of work in which men predominate," and the likelihood that marriage will cut short their employment are all given as reasons for this apathy.

"Where women are organized and take an active part in labour matters, their chances of obtaining better working conditions, including equal pay for equal work, are greatly improved," the report states. "Comparatively few women workers in Canada, however, are members of unions. There are many reasons for this, the chief one being that most women are in occupations that are poorly organized, for example, personal service occupations and white-collar jobs. What is more, even women who are union members are often indifferent about their membership and reluctant to put forward their point of view.

"Their apathy towards the labour movement stems partly from the fact that until recently women were not expected to be continuing members of the labour force, and were therefore not encouraged to take office or become active in union affairs."

The bulletin warns that the fear or reluctance shown by women to make complaints of breaches of equal pay laws is "an attitude that must be overcome if equal pay legislation is to be effectively applied".

The final chapter, "International Action on Behalf of Equal Pay," touches on the influence on the question of equal pay that has been exercised by the International Labour Organization, the United Nations, the United Nations Commission on the Status of Women, the European Economic Community, and other international organizations.

The provisions of ILO Convention 100 and Recommendation 90 concerning the question are briefly described.

The number of married women in New Zealand increased by some 90 per cent between 1926 and 1956, but the number of married women gainfully employed increased during the same period by 588 per cent, according to *Labour and Employment Gazette*, quarterly publication of the New Zealand Department of Labour. In the

30-year period the increase in population alone, the article says, might have added about 8,100 married women to the labour force, but the actual increase was 53,000. About 85 per cent of this increase was therefore due to a higher measure of participation.

Vocational Training for Commercial, Service Trades and Other Occupations

Greatest growth in programs for training skilled manpower will be in post-high school courses, Department's second bulletin on vocational training predicts

Education at the high school level will continue to expand, particularly in rapidly growing urban areas, but the greatest development and growth will be in the post-high school and trade and occupational training programs, it is predicted in the second report on vocational training programs in Canada in the series published under the Research Program on the Training of Skilled Manpower.*

"It is anticipated that the demand for technicians and other highly skilled workmen will increase for some years to come and consequently educational authorities are making preparations to increase present training facilities to accommodate additional applicants and to open new courses where the demand justifies the expense involved," reports the bulletin, which is based on a survey by the Canadian Vocational Training Branch of the Department of Labour in co-operation with the Vocational Training Section, Education Division, Dominion Bureau of Statistics, provincial Departments of Education and other provincial departments concerned.

The actual survey and preparation of the report were carried out by Dr. W. A. McWilliams, former Principal of H. B. Beal Technical and Commercial High School, London, Ont., and J. M. Grandbois of the Dominion Bureau of Statistics. The research program of which the survey formed a part is under the direction of the Interdepartmental Skilled Manpower Training Research Committee, of which George V. Haythorne, Assistant Deputy Minister of Labour, is Chairman.

Bulletin 5B reports on publicly operated programs in commercial, home economics, art, service trades, fishing, forestry, landscaping, marine engineering, and navigation.

The courses described in the pamphlet are classified broadly as post-high school, high school and trade or occupational courses. In explaining these classifications the report says:

The post-high school group includes advanced courses having the occupational objective of employment in a general or specific field at a higher level than that which could be attained

with high school graduation qualifications. University courses leading to a degree, or courses leading to recognized professional status (e.g., registered nurse) are not included.

The high school group consists of high school courses with a definite occupational objective. The courses include a study of mathematics, science, language, and social studies, along with training in specific occupational skills and theory.

The trade or occupational programs are designed to prepare youths and adults who have left the regular school system for entry into employment, or to help those already employed to advance in their jobs. The skills required in specific occupations, as well as such knowledge of theory as may be directly related to those occupations, form the main content of the courses.

The main body of the report describes the courses that are available in each of the provinces. The authors point out that "the pattern of vocational education in Canada varies from province to province. It should therefore not be assumed that all the courses listed under any of the headings in this report provide training at the same level or for the same purpose. Courses of the same name in different provinces may not be equivalent in content or duration."

In general, the report states, the post-high school training programs and trade and occupational training programs are operated by provincial government departments while vocational training at a high school level is under municipal direction with supervision by the provincial department of education. "The provincial governments, recognizing the extra cost of providing vocational training programs as compared with costs for most other high school courses, regularly make payments towards capital costs for buildings and equipment and also pay higher grants towards the maintenance costs of approved vocational courses.

"As terms of the British North America Act make public education a provincial responsibility, the federal Government does not operate any vocational training programs, apart from special training given federal employees. However, under a series of federal-provincial agreements, it does provide financial assistance to provincial governments, towards expenditures made to operate or support vocational education."

A large amount of factual and statistical information is furnished in tables contained in an appendix to the report.

**Vocational Training Programs in Canada—Commercial, Service and Other Occupations, Publicly Operated*, Bulletin 5B. For a review of Bulletin 5A, dealing with technical and trade training, see L.G., Nov. 1958, p. 1252, and for a review of Bulletin 5C, dealing with vocational education in agriculture, see page 907 of this issue.

Vocational Training in Agriculture in Canada

Every province provides education in agriculture, reports newest bulletin in series under Department's Research Program on the Training of Skilled Manpower

Provision for education in agriculture exists in every province in Canada, it is reported in a bulletin* published last month by the Department of Labour and based on a survey made last fall and winter of publicly operated technical and other vocational training programs in agriculture. Professional or degree programs were not included in the survey.

But the provincial programs have tended to develop independently "in response to different conditions and needs throughout the country," the bulletin points out.

The survey was made by the Canadian Vocational Training Branch of the Department in co-operation with provincial Departments of Education and Agriculture under the general direction of the Interdepartmental Skilled Manpower Training Research Committee, of which George V. Haythorne, Assistant Deputy Minister of Labour, is Chairman. The survey was carried out and the report prepared by Newcombe Bentley of the Alberta Department of Agriculture, who was released temporarily by that Department to undertake the study.

The survey concerned training for engagement in agricultural production, and did not include professional or degree programs at universities, nor the training of persons for employment in jobs relating to agriculture such as sales or services to farmers or the processing of farm products.

Provision for education in agriculture exists in every province of Canada but there is no federal agency nor any national organization of personnel engaged in this field of training, the bulletin reports. Some exchanges of information among the responsible provincial agencies is encouraged through the Vocational Training Branch and the National Vocational Training Advisory Council of the federal Department of Labour.

**Vocational Training Program in Canada: Vocational Education in Agriculture, Publicly Operated*, Bulletin 5C in the series prepared under the Department's Research Program on the Training of Skilled Manpower. Bulletin 5A deals with technical and trade training (L.G., Nov. 1958, p.1252) and Bulletin 5B (see page 906) with vocational training for commercial, service and other occupations.

"The provincial programs have, however, tended to develop independently in response to different conditions and needs throughout the country."

The first part of the report deals briefly with: agricultural extension, educational programs for farm women and girls, the National Farm Radio Forum, and training for employment on farms. This section is followed by detailed reports of programs in each province.

The programs of education in agriculture in effect in each province are reported under three main headings: (1) Diploma courses in agriculture, (2) Agriculture education in high schools, and (3) Short courses, study groups and clubs.

The diploma courses in agriculture include those provided in Schools of Agriculture established specifically to provide vocational training for farming as well as those conducted in association with degree courses.

Reports on agriculture education in high schools cover all courses or subjects offering specific education in agriculture whether the objective is general education, exploratory, pre-vocational or vocational.

Agricultural short courses include planned programs in instruction directed towards farmers or prospective farmers where the subject matter has to do primarily with agricultural production practices and related problems. The bases of operation vary from full-time programs conducted over several months to once-a-week night classes.

An appendix contains notes on the need for improved vocational education in agriculture, objectives of the schools of agriculture in Alberta, suggested home farm projects—Ontario, extracts from 4H Beef Calf Club Regulations—Alberta, extracts from 4H Club brochure—Nova Scotia, Summary—Enrolment in 4H Clubs in Canada, Sample program—night school classes—B.C., trends towards farm business management studies, vertical integration and contract farming, and sample student timetables—diploma courses.

Earnings, Employment and Education, 1957 of Engineering and Scientific Manpower

Department issues seventh bulletin in professional manpower series, based on survey of the second third of the Scientific and Technical Personnel Register

The latest report on professional manpower in Canada by the Economics and Research Branch of the Department of Labour, *Engineering and Scientific Manpower Resources in Canada: Their Earnings, Employment and Education, 1957*, Professional Manpower Bulletin No. 7, which has just been issued, is based on information received from 10,633 professional persons enrolled in the Scientific and Technical Personnel Register of the Department. The bulletin is obtainable from the Queen's Printer, Ottawa, at a price of 25 cents a copy.

The Personnel Register was started during the Second World War on a compulsory basis and has been continued since the war on a voluntary footing. To meet the demand for up-to-date information on the nation's scientific and technical manpower resources, the Department has developed a program under which a third of the Register is surveyed each year; the latest report contains some of the results of a survey of the second third made in 1958.

The survey covers representatives of every branch of engineering, architecture and the following fields of science: agriculture, biology, chemistry, forestry, geology and geophysics, mathematics, physics and veterinary medicine. Engineers are the largest group, comprising 55 per cent of the total, while architects make up 4 per cent. The natural sciences are represented by 38 per cent of the returns, and veterinary medicine by about 3 per cent.

The bulletin is divided into four chapters. The first deals with earnings of professional persons, the second gives details of their employment, the third traces the relation between their employment and their educational attainments, while the fourth deals with their education, particularly with postgraduate studies. Statistical information is contained in 24 tables.

Salaries

Median salaries in 1957 for engineers with a bachelor's degree only, including those with some postgraduate training but without a graduate degree, ranged from \$4,600 for 1957 graduates to a peak of \$10,600 for 1920-24 graduates, the survey found. The median 1957 salary for scientists with a bachelor's degree ranged from \$4,400

for 1957 graduates to \$8,600 for those who graduated before 1915.

"Engineers with postgraduate degrees did not appear, on the average, to have reached salary levels as high as those with undergraduate degrees only," the bulletin states. "Scientists with postgraduate degrees, on the other hand, had reached considerably higher salary levels than those holding only an undergraduate degree."

"In general the salaries of both engineers and scientists increased quite rapidly during the first dozen years of experience, then less rapidly, until a plateau was reached after about 20 years of experience."

There was not sufficient information to explain fully why older engineers with undergraduate degrees earned more than those with postgraduate degrees, while with scientists the opposite was true, the report says. Some explanations are offered, however.

There were found to be a greater proportion of both engineers and scientists with single degrees than with postgraduate degrees employed in industry, where salaries were generally higher than elsewhere. One of the main reasons why this did not work to the advantage of single-degree scientists as it did for single-degree engineers appeared to be "that there was less shift of scientists with single degrees, as experience increased, into functions where earnings were relatively higher than was the case for single-degree engineers".

The concentration of older engineers with single degrees in highly paid administrative, management and executive functions tended, the report suggests, to raise their salaries above those of their fellows who had higher degrees. "In contrast, the higher concentration of scientists in jobs outside industry meant that those in administrative functions tended to exercise a less buoyant influence on general salary levels."

According to Kind of Employer

Industry paid the highest salaries in 1957 to engineers at all levels of training and experience. Government came next, while universities paid the lowest salaries. Median salaries paid in industry ranged from \$6,900 to \$11,500, governments paid from \$6,300 to \$8,700, and universities from \$5,600 to \$8,500 (in a few cases).

(Continued on page 949)

Are They a Better Employment Risk?

Reprint of latest issue of "2 Minutes of Employment Facts," regularly issued folder that is widely distributed by the Department to the employers of Canada

The hiring policies of most employers go farther than just finding people with the skills or the potential required for specific jobs. They are concerned also with building a stable work force—with cutting down the risk of loss and inefficiency caused by high rates of labour turnover, from absenteeism, or from poor morale and lack of harmony among his staff.

One of the factors considered by most employers is the job applicant's age. Often he must decide, other things being equal, whether an older or a younger worker is the better employment risk.

Youth certainly has many qualities that should be valuable in an employee. The younger worker, for instance, is likely to enjoy good health, physical strength and endurance. He should have mental flexibility and adaptability, with no preconceived ideas on how the job should be done. He has left school more recently, retains more of what he has learned and can be expected to welcome further training. He will likely have vitality, ideas and enthusiasm.

On the face of it, youth seems to give the job applicant a real advantage for many kinds of employment. What can the older worker offer to set against it?

First, since the older worker has a longer work history, it is much easier for an employer to know what kind of person he is hiring. His experience, his skills, his success and his suitability for the job are all on the record. And in the less tangible area of human relations he is likely to be a good risk, since maturity normally brings tolerance and understanding of others. Most older workers will have learned to get along with people—to take orders without resentment and to give orders with consideration.

The older worker is a better risk on the score of labour turnover. He has learned the kind of work he likes and can do and when he finds a suitable job he will probably want to remain in it. This makes it worthwhile to train an older worker for a new job or process, even though he has a shorter potential working career. On the score of absenteeism and industrial accidents the older worker is at least as good a risk as any other worker and very often a much better risk—a fact attested over and over again by employers. And although the older worker may not have the strength or agility of youth, most jobs

today demand skill or knowledge rather than strength.

The enthusiasm of youth tends to become tempered by realism. As a man grows older he no longer believes he is going to make a million dollars—he becomes more concerned with a decent standard of living and a measure of satisfaction in his work, he has a stake in his community and he looks for stability. The elderly worker in the higher age brackets, near the end of his working career, may find all that he is looking for in so-called dead-end jobs which do not lead to promotion, or in repetitive jobs which put a premium on patience—the jobs in which young people become restless.

Youth is considered to be the time of enthusiasm and ideas—valuable qualities in any business. But youth has no monopoly of ideas and older persons have a larger measure of the experience and judgment that are equally important in the day-to-day work of industry. As some employers have pointed out, a well-balanced and successful working team should contain younger and *older workers* and take advantage of the qualities of both.

Whether or not an older worker is old in years depends as much on the hiring policies of the employer to whom he is applying as on any quality he may possess. An older worker is anyone who has difficulty in finding employment because of his age, and this includes people as young as 40—sometimes younger. The employer whose policy does not even allow examination of the qualifications of workers beyond an arbitrary hiring age narrows his field of choice and risks eliminating the very workers who perhaps could best perform his jobs.

The Department's weekly radio program, "Canada at Work," during the week of September 6 began a five-week series of broadcasts on the older worker problem. The program is carried by 71 independent radio stations from St. John's, Nfld., to Vancouver.

Speakers on the five broadcasts are:

Ian Campbell, National Co-ordinator of Civilian Rehabilitation, and Chairman, Interdepartmental Committee on Older Workers.

(Continued on page 916)

Women in Trade Unions

CLC Ontario summer school holds special course on women's participation in trade unions. British conference of unions catering to women workers sees women workers as one of major groups among which union membership can expand

A special course for discussion of the role of women in trade unions was held for the first time this year at "Whitesands," the Canadian Labour Congress Ontario Summer School.

The school, which has been held annually since the TLC-CCL merger in 1956, offers executive members of local unions courses in collective bargaining procedures and union administration. It also introduces them to the wider role of the trade union movement in community services, political action, international affairs, labour legislation and public relations.

Whitesands is one of five schools held each summer in different parts of the country, the others being located in Quebec, Manitoba, Saskatchewan and Northwestern Ontario.

Five weeks of union leadership training were held at Whitesands this year, with a total attendance of 350 registered in 25 different courses; each course runs for a week. Local unions elect representatives to participate in the school and pay their wages during the week of absence from regular work. The CLC provides room and board.

Women compete on the same basis as men for the right to attend, and each year the number of women enrolled in the various courses has increased. It was hoped that the new course on women's participation in trade unions would be of interest not only to the women officers but also to men on the executives of locals containing many women members. However, the enrollment was made up entirely of women. Most of them were clerical or stenographic workers; there were some plant workers, and several were wives of men attending other courses.

The sessions were informal, sometimes aided by a "true-false" questionnaire filled in by the members of the group and then discussed. The women proved to be keen students. They brought up interesting problems that arise in their own work and showed an eagerness to talk about the special concerns of women in employment.

At one session, the purpose and program of the Women's Bureau of the federal Department of Labour were described by

a representative of the Bureau. Other subjects discussed in the course were labour legislation in Canada, particularly minimum wages and equal pay and other laws of special interest to women; attitudes towards women workers and some of the reasons why they do not participate more fully in union affairs; and the history of women's place in the trade union movement.

The group also dealt with the broader question of the structure of the Canadian labour movement and the relationship between the different units from the individual local union to the Canadian Labour Congress. For one session, the women joined forces with the "Building Your Union" group to see a film on parliamentary procedure for use in union meetings.

The Director of the summer school anticipates that courses dealing with questions relating to women workers and their jobs will be held annually. Believing that the special interests of women workers should be related to the larger concerns of the labour movement as a whole, he hopes that some of the men at the school will include this course in their studies and that women will continue to participate in other courses of interest to all workers.

Women Trade Unionists in Britain

There are about 1.4 million women trade unionists in Great Britain among the 8.4 million members affiliated with the Trade Union Congress, according to a report presented at the 29th Annual Conference of Representatives of Unions Catering for Women Workers. This means that even in a long-industrialized country such as Britain, four women workers in every five are still outside the labour movement.

The Conference agreed that women workers, together with men in commerce, distribution and banking, are the main groups among whom trade union membership can be extended in Britain.

The Conference unanimously passed a resolution urging that "trade unionists, whose wives and daughters enter industry, should see that they do so with a trade union card; and that women who join trade union branches in which most members are men should be welcomed and encouraged to play a responsible part."

50 Years Ago This Month

Board of Conciliation under Industrial Disputes Act submits report three days after appointment and settles strike of freight handlers at Fort William. The Deputy Minister of Labour, sent to scene, advised strikers to apply for board

On August 14, 1909, Hon. W. L. Mackenzie King, Minister of Labour, received a telegram from the secretary of the Trades and Labour Council in Port Arthur which read as follows: "Strike Committee of freight-handlers, Fort William, request your presence here to hear their grievances and effect settlement. Wire reply."

The Minister replied that the Deputy Minister, F. A. Acland, was leaving for Fort William immediately "to lend the good offices of the Department towards effecting a settlement,.". He added, "I bespeak for him the confidence of each of the parties."

Mr. Acland, reporting on August 26, stated that he had arranged for a formal application for a conciliation board to be made on August 18. This board reported on August 24. Mr. Acland remarked that this showed "with what expedition the machinery of the Act may be worked when there is a special urgency for the same".

The Deputy Minister's report, the text of which was published in the *LABOUR GAZETTE* of September 1909, showed that the strike, which involved 700 freight handlers at the freight sheds of the CPR at Fort William, had begun suddenly on August 9, "without any formal warning to the company". The result had been to "to derange the shipping facilities of Fort William".

The dispute mainly concerned wages, although there was some complaint of harsh treatment of employees by some of the foremen. The rate of wages paid had been 17½ cents an hour for day work and 20 cents for night work, with an additional cent an hour which was given as a bonus at the end of the season "to the men who remain on duty until that time arrives," according to Mr. Acland's report.

On August 10 the Mayor of Fort William received a deputation of several of the strikers, which set forth their demands. The Mayor promised to try to bring about a settlement.

On August 12, however, a clash occurred between the strikers and about 30 special constables brought from Winnipeg by the company, in which firearms were used and "many persons were severely injured". The Deputy Minister's report stated that "11 constables were wounded and taken to the

hospital, and several of the strikers are believed also to have been wounded and taken away by their comrades; no wounded strikers were taken to the hospital."

The Mayor went to the scene of the outbreak, read the Riot Act, and called for the militia. "A detachment 150 strong of the 96th Regiment located in Fort William and Port Arthur were soon on duty and order was restored." Seventy-five men of the Canadian Mounted Rifles were also sent from Winnipeg.

There was no further violence, but the next day more than 100 men were brought in by the company from the East, and work was partially begun again at the freight sheds.

The Mayor resumed his negotiations for a settlement, and as a result of his efforts and "of the knowledge obtained by the strikers of the nature of the Industrial Disputes Act," of which it appeared they had hitherto known nothing, an agreement was reached to apply for an investigation under its provisions. On this understanding the men returned to work on August 16.

On August 14 the military had been withdrawn, and during the next day, the report said, "the city police had arrested a number of men believed to have been implicated in the affair of the 12th, and the men arrested were taken to Port Arthur for trial".

The first act of the Deputy Minister on his arrival in Fort William was to arrange for a formal application to be made for a conciliation board. This board was set up on August 21, and immediately began an inquiry.

The board, in its report dated August 24, recommended that the rate of pay be increased to 20½ cents an hour for day work and 23½ cents for night work, effective August 16—the day the men returned to work. The men had asked for 22½ cents and 25 cents, respectively. They also recommended the abolition of the bonus system, with payment of the bonus to be made up to date. Complaints of ill treatment the board held to be unsupported by evidence.

"This report was understood to be acceptable to both parties to the dispute," Mr. Acland said.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during July. The Board issued seven certificates designating bargaining agents, ordered one representation vote, rejected three applications for certification, and rejected one application for revocation of certification. During the month the Board received eleven applications for certification and allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Foundation Maritime Limited, Halifax. The Seafarers' International Union of North America, Canadian District, intervened (L.G., Aug., p. 829).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a system-wide unit of operating and maintenance employees of The St. Lawrence Seaway Authority. The Dominion Canals Employees' Association and the Seafarers' International Union of North America, Canadian District, intervened (L.G., Aug., p. 829).

3. Canadian Air Line Pilots Association, on behalf of a unit of pilots employed by Pacific Western Airlines Ltd., Vancouver Airport, B.C. (L.G., July, p. 718).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of drivers, helpers, and warehousemen employed by Thompson's Transfer Company Limited, operating in and out of Middleton and Halifax, N.S. (L.G., July, p. 719).

5. United Steelworkers of America, Local 5826, on behalf of a unit of stevedores employed by H. J. O'Connell Limited, in its wharf and yard departments at Port Cartier (Shelter Bay), Que. (L.G., Aug., p. 830).

6. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 of the International Brotherhood of Teamsters, Chauffeurs,

Warehousemen and Helpers of America, on behalf of a unit of employees of J. Sherman & Sons employed in trucking operations in and out of Leamington and Kingsville, Ont. (L.G., Aug., p. 830).

7. National Association of Marine Engineers of Canada, on behalf of a unit of marine engineers employed by Shell Canadian Tankers, Limited, aboard the MV *Tyee Shell* operating on the West Coast (L.G., Aug., p. 830).

Representation Vote Ordered

United Steelworkers of America, applicant, Consolidated Denison Mines Limited, Spragge, Ont., respondent, and International Union of Mine, Mill and Smelter Workers (Canada), intervener (L.G., Aug., p. 830). The Board directed that the names of both the applicant and intervener be placed on the ballot (Returning Officer: A. B. Whitfield).

Applications for Certification Rejected

1. Seafarers' International Union of North America, Canadian District, applicant, and Northern Transportation Company, Limited, Edmonton, Alta., respondent (Western Arctic) (L.G., Dec. 1958, p. 1397). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2. International Union of Operating Engineers, Local 796, applicant, Pronto Uranium Mines Limited, Algoma Mills, Ont., respondent, and United Steelworkers of America, intervener (L.G., July, p. 719). The application was rejected as premature in view of the fact that the United Steelworkers of America had been certified for the same unit of employees on April 9, 1959, and the Board was not prepared, in

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

the circumstances, to grant consent to the making of the application.

3. International Union of Operating Engineers, Local 796, applicant, Consolidated Denison Mines Limited, Spragge, Ont., respondent, International Union of Mine, Mill and Smelter Workers, intervener, and United Steelworkers of America, intervener (hoistmen and compressor operators) (L.G., Aug., p. 831). The application was rejected for the reason that the Board considered that the unit of hoistmen was not appropriate for collective bargaining in the uranium mining industry, in which such employees have been included in production units of employees for bargaining purposes.

Application for Revocation Rejected

The Board rejected an application for revocation of certification affecting John Wood on behalf of J. S. Broda, *et al*, applicants, the National Association of Marine Engineers of Canada, Inc., respondent, and Northland Navigation Co. Ltd., Vancouver,

B.C., respondent (L.G., July, p. 719) (See "Reasons for Judgement" below).

Applications for Certification Received

1. International Longshoremen's and Warehousemen's Union, Local 505, on behalf of a unit of Longshoremen employed by Northland Navigation Co. Ltd., at Prince Rupert, B.C. (Investigating Officer: G. R. Currie).

2. North Shore Railway Association, on behalf of a unit of employees of the Quebec North Shore and Labrador Railway Company, Seven Islands, Que. (Investigating Officer: C. E. Poirier).

3. Canadian Merchant Service Guild, Inc. (Eastern Branch), on behalf of a unit of masters and mates employed aboard tugs owned and operated by McAllister Towing, Ltd., Montreal. (Investigating Officer: Rémi Duquette).

4. International Longshoremen's and Warehousemen's Union, Local 510, on behalf of a unit of first aid attendants

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

employed by various ship owners, agents and stevedoring companies represented by the Shipping Federation of British Columbia (Investigating Officer: G. R. Currie).

5. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 565 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Buckingham Transportation, Inc. operating in and out of Regina, Sask. (Investigating Officer: W. E. Sproule).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of typewriter mechanics employed by the Canadian National Railways at Winnipeg. (Investigating Officer: J. S. Gunn).

7. Office Employees' International Union, Local No. 15, on behalf of a unit of office clerks employed by Sea-Van Express Limited at North Burnaby, B.C. (Investigating Officer: G. R. Currie).

8. International Longshoremen's and Warehousemen's Union, Local 505, on behalf of a unit of longshoremen employed by the West Coast Stevedoring Co. Ltd., at Prince Rupert, B.C. (Investigating Officer: G. R. Currie).

9. National Harbours Board Group, Churchill, Man., of the Civil Service Association of Canada, on behalf of a unit of employees of the National Harbours Board at Churchill, Man. (Investigating Officer: G. A. Lane).

10. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by The British Yukon Navigation Company, Limited, aboard the MV *Clifford J. Rogers* operating on the West Coast (Investigating Officer: D. S. Tysoe).

11. International Union of Operating Engineers, Local 115, on behalf of a unit of construction equipment operators employed by the Ken Magehey Construction Co., Whitehorse, Y.T. (Investigating Officer: D. S. Tysoe).

Application for Certification Withdrawn

Seafarers' International Union of North America, Canadian District, Licensed Division, applicant, Northland Navigation Co. Ltd., Vancouver, respondent, and National Association of Marine Engineers of Canada, Inc., intervener (L.G., July, p. 719).

Reasons for Judgment in Application for Revocation of Certification affecting

John J. Wood on behalf of J. S. Broda, et al, applicant
and

National Association of Marine Engineers of Canada, Inc.,
respondent

This is an application under the Industrial Relations and Disputes Investigation Act for revocation of an order of certification of the National Association of Marine Engineers of Canada, Inc., as bargaining agent for a unit of marine engineers employed by Northland Navigation Co. Ltd. (hereinafter called the Company). The said order was made by the Canada Labour Relations Board on January 22, 1954, certifying the respondent as bargaining agent for a unit of employees of the Company comprising marine engineers engaged on vessels operated by the Company and classified as chief engineer, second engineer, and third engineer, excluding from the bar-

gaining unit the shore engineer, relieving engineers who are primarily shore engineers, and engine fitters employed ashore.

The application is submitted by one J. J. Wood, Director of Licensed Division, Seafarers' International Union of North America, Canadian District, (hereinafter called the SIU) as representative of 19 petitioners who claim to be marine engineers employed by the Company. These persons allege in the application that the respondent no longer represents a majority of marine engineers employed by the Company.

The application was made under date of May 4, 1959.

The respondent contested the application, claiming that the engineer employees were led to believe there was an agreement between the Company and the SIU covering the marine engineer unit.

The application sets forth that the approximate number of employees in the bargaining unit for which revocation of

The Board consisted of A. H. Brown, Vice Chairman and Acting Chairman; and A. H. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, A. R. Mosher, Gérard Picard and A. C. Ross, members

The Judgment of the Board was delivered by the Acting Chairman.

certification was desired is 24 marine engineers. On consideration of the report of the Board's investigating officer, who checked company and union records, the Board finds that there were two other employees eligible for inclusion in the certified unit of employees affected by the application for revocation, the total unit thus comprising 26 marine engineers.

On a check of the names of the 19 petitioners against the names of the 26 marine engineers in the unit, the Board finds that 16 persons claiming to be marine engineers employed by the Company signed the application for revocation of certification.

As of the same time, the Board finds that 17 employees in the bargaining unit were members in good standing of the respondent.

At the hearing before the Board, the respondent, *inter alia*, submitted and filed as evidence statements signed subsequent to the application for revocation by several of the employees in the unit who had also signed as supporting the application for revocation. In these statements, the signers stated that they wished to be represented by the respondent and wished to have their names withdrawn from the application seeking revocation of certification.

The Board had also set down for hearing at the same time as this application for revocation of certification an application made to the Board by the SIU under date of May 13, 1959, to be certified as bargaining agent of this same unit of marine engineers of the Company for which the respondent has been certified.

At the start of the hearing, counsel for the SIU requested leave to withdraw the application and this has been granted by

the Board. No reason was advanced by or elicited from the representatives of the SIU for the request for withdrawal and the Board is therefore left to draw its own inferences therefrom.

The Board, having taken into consideration the evidence submitted on behalf of the applicant in the form of the application and documents filed in support of the application and the other evidence submitted on behalf of the applicant at the hearing of the application, and the evidence submitted by the respondent at the hearing, including the statements of employees seeking to withdraw their names from the application for decertification, and the report on membership status of the respondent in the bargaining unit as of the time of the application for decertification, and having considered the arguments submitted on behalf of the parties, is not satisfied that the respondent no longer represents a majority of employees in the bargaining unit for which it was certified. The application for decertification is rejected accordingly.

(Sgd.) A. H. BROWN,
Vice-Chairman and
Acting Chairman.
for the Board.

R. H. MCKERCHER,
L. J. McLAUGHLIN,
JOHN J. WOOD,
PETER SCRAGG,

for John J. Wood,
on behalf of J. S.
Broda, *et al*, and for
the Seafarers' Inter-
national Union of
North America, Cana-
dian District, Licensed
Division.

R. G. GREAVES.

for the National Asso-
ciation of Marine En-
gineers of Canada, Inc.

Dated at Ottawa, July 7, 1959.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. National Harbours Board, Montreal, and Brotherhood of Railways and Steamship Clerks, Freight Handlers, Express and Station Employees (grain shovellers) (Conciliation Officer: Rémi Duquette).

2. British Overseas Airways Corporation and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (Conciliation Officer: Rémi Duquette).

3. Algom Uranium Mines Limited and District No. 6, United Steelworkers of America (Conciliation Officer: F. J. Ainsborough).

4. Pronto Uranium Mines Limited and District No. 6, United Steelworkers of America (Conciliation Officer: F. J. Ainsborough).

5. Canadian Transit Company, Windsor, and Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

Settlements Reported by Conciliation Officers

1. Radio Station CKVL Limited, Verdun, Que., and National Association of Broadcast Employees and Technicians, Region No. 6 (Conciliation Officer: Rémi Duquette) (L.G., Aug., p. 831).

2. M. Rawlinson Ltd., Toronto, and Warehousemen and Miscellaneous Drivers, Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough) (L.G., Aug., p. 831).

3. Trans-Canada Air Lines, Montreal, and International Association of Machinists, Lodges 714 and 1751 (Conciliation Officer: Rémi Duquette) (L.G., Aug., p. 831).

4. The Ogilvie Flour Mills Co. Ltd., Medicine Hat, and Local 511, United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn) (L.G., Aug., p. 831).

5. Maple Leaf Milling Company Limited, Medicine Hat, and Local 511, United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn) (L.G., Aug., p. 831).

6. Sabre Freight Lines Limited (Burnaby, B.C., Terminal) and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605 (Conciliation Officer: G. R. Currie) (L.G., Aug. p. 831).

7. The Ogilvie Flour Mills Company Limited, Edmonton, and Local 396, United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn) (L.G., Aug., p. 831).

8. Hill the Mover (Canada) Limited, Victoria, and General Teamsters Union, Local 885 (Conciliation Officer: G. H. Purvis *vice* G. R. Currie) (L.G., Feb., p. 156).

9. East-West Transport Limited (Burnaby, B.C., Terminal) and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605 (Conciliation Officer: D. S. Tysoe) (L.G., Feb., p. 156).

10. Hill the Mover (Canada) Limited (Winnipeg Terminal) and Local 979, General Drivers, Warehousemen and Helpers, International Brotherhood of Teamsters,

Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn) (L.G., Dec. 1958, p. 1399).

Conciliation Board Appointed

Eldorado Mining and Refining Limited, Port Hope, Ont., and Local 13173, Region 77, District 50, United Mine Workers of America (L.G., Aug., p. 831).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in July to deal with a dispute between Eldorado Mining and Refining Limited, Port Hope, Ont., and Local 13173, Region 77, District 50, United Mine Workers of America (see above) was fully constituted in July with the appointment of His Honour Judge John B. Robinson, Haileybury, Ont., as Chairman. Judge Robinson was appointed by the Minister on the joint recommendation of the other two members, Kenneth C. Gray, Kirkland Lake, Ont., and I. Graham, Collins Bay, Ont., who were previously appointed on the nomination of the company and union respectively.

Conciliation Board Reports Received

1. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Navigators' Association (L.G., June, p. 613). The text of the report is reproduced below.

2. Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union, Local 506 (L.G., June, p. 613). The text of the report is reproduced below.

3. Trans-Canada Air Lines, Limited, Montreal, and Canadian Air Line Pilots Association (L.G., June, p. 613). The text of the report is reproduced below.

4. Quebec North Shore and Labrador Railway Company and Brotherhood of Railroad Trainmen (L.G., Jan., p. 54). The text of the report is reproduced below.

Settlements after Strike after Board Procedure

Northland Navigation Company Limited, Vancouver, and National Association of Marine Engineers of Canada, Inc. (L.G., Aug., p. 832). Settlement reached July 16.

Older Workers

(Continued from page 909)

Cecil White, Senior Actuary, Department of Insurance.

Dr. W. H. Cruikshank, Vice-President, The Bell Telephone Company of Canada.

John W. Bruce, OBE, General Organizer, United Association of Journeymen and

Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada.

Hon. Michael Starr, Minister of Labour.

A summary of the talks will be published in the next issue of the LABOUR GAZETTE.

Report of Board in Dispute between

Canadian Pacific Air Lines, Limited
and

Canadian Air Line Navigators' Association

This was a Board of Conciliation and Investigation that was appointed by the Honourable, the Minister of Labour, under the provisions of the "Industrial Relations and Disputes Investigation Act" to endeavour to bring about agreement between the parties to the said dispute, and to find terms for a collective agreement that the parties will accept, and to report to the Honourable, the Minister of Labour pursuant to the provisions of Section 17 of the "Industrial Relations and Disputes Investigation Act".

Victor L. Dryer, QC, and D. E. McTaggart, with A. I. Grist, A. F. Dickenson, D. O. Cliffe, R. C. McMinch and J. Bowers appeared for the association, the bargaining agent.

G. E. Manning, with H. Johnson, H. D. Cameron and J. D. Kyle appeared for the company, the employer.

The parties agreed that the Board had been properly constituted and had jurisdiction to make recommendations in relation to the matters in dispute between the parties.

The Board met with the parties on June 30, July 1, July 2 and July 6, 1959.

The parties to the dispute are bound by the terms of a collective agreement that is effective from March 1, 1958, for the term up to and including September 30, 1959, (Agreement No. 6—Article 19—Section 1).

On June 1, 1958, the company commenced operations with the Bristol Britannia aircraft, a turbo-jet type of aircraft along with its regular type of propeller-driven aircraft known as the D.C.-6B aircraft. The former plane has a flight speed of 360 miles per hour and flies at altitudes ranging up to 35,000 feet. The latter plane cruises at approximately 250 miles per hour at a considerably lower altitude than the Bristol Britannia.

Due to the fact that neither party knew fully what extra work, stress and strain, if any, would be encountered by navigators operating the new type of aircraft the parties decided further study of the problem was required.

Before making any decision in this regard both parties agreed to withhold any action for some time; so that the close observation of actual flying conditions encountered by navigators on Britannia aircraft might disclose the extra amount of

work required to be done by navigators operating this new type of aircraft.

Accordingly, so that this delay might be effectively put into effect without holding up the agreement any longer, the following letter of understanding (No. 7) was incorporated into the agreement:—

Whereas the Company does not agree at this time to the application of an equipment differential for Bristol Britannia aircraft, it is agreed that the rates of pay and hours of work for Navigators assigned to such equipment may be reviewed anytime after completion of three months from the commencement date of scheduled operation of this equipment in C.P.A. Service, upon written notice by either party.

Any agreement reached at this time will be back-dated to the date of the first scheduled flight.

Therefore, it appears to this Board that the only issues in this instance revolve around the rates of pay and hours of work for navigators employed on Bristol Britannia aircraft; this based upon the application of an equipment differential for navigating Britannia aircraft compared with the operation of D.C.-6B aircraft.

The company contended there should be no application of an equipment differential. The association took the opposite position, and in addition requested a revision of the terms in the agreement in relation to guaranteed minimum time at home and seniority for the navigators of Britannia aircraft.

It must be noted that Bristol Britannia aircraft have been in the company's service for more than one year: the Board was not advised why the problems concerning this type of aircraft had not been resolved at an earlier date by the parties.

It is also to be noted that the present agreement expires September 30, 1959—less than three months from the present

During July, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Canadian Air Line Navigators' Association, and Canadian Pacific Air Lines, Limited, Vancouver.

The Board was under the Chairmanship of W. E. Philpott, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, R. A. Mahoney and John N. Lyon, both of Vancouver, nominees of the company and union respectively. The text of the report is reproduced here.

time. No doubt both parties will soon be in serious negotiations for a new agreement.

Therefore, it is the unanimous considered opinion of the Board that the issues of "guaranteed minimum time at home" and of "seniority" should be deferred at present.

This is in order that the parties may give full consideration to these issues at the forthcoming negotiations for a new agreement; and after more complete knowledge has been garnered from information based on actual flying conditions experienced by Britannia aircraft navigators.

The Board believes that any recommendations in relation to these issues, at this time, might prejudice the position of one or other of the parties at the forthcoming bargaining procedure for a new agreement.

The Board also believes that as there is such a short period remaining for the term of the present agreement any recommendation made by the Board now would have a negligible effect on the parties to the dispute.

In view of the fact that hours of work cannot be awarded retroactively, and in the light of the Board's desire not to set a pattern for any forthcoming negotiations between the parties in relation to a new agreement, the Board makes no recommendation in respect to "hours of work", but will only submit recommendations to rates of pay for navigators operating Bristol Britannia aircraft for the period since navigators have been required to operate such machines.

In the light of evidence submitted at the hearings, the Board is of the unanimous opinion that there is definitely more work involved for navigators operating Britannia aircraft than when operating other aircraft. However, the Board is unable to say how much more difficult it is to operate Britannia aircraft. The Board feels that it would be far more satisfactory for the experts of both parties to resolve this intricate issue.

There is also the problem of Britannia aircraft requiring one navigator or two navigators, depending upon the flight duration. The association contended that in either case the extra work required to be done varied little, whether or not one or two navigators were engaged for the flight.

To the Board, it appeared from the evidence, that the duties of a single navigator were more onerous, and with more strain than experienced by either of two navigators employed on a flight which is in fact of longer duration than the flight operated by a single navigator.

Evidence revealed that Britannia aircraft pilots had been awarded \$110 more per month while operating Britannias. Evidence

also showed that, (while there has been no reason advanced for the difference in pay ratio between pilots and navigators) there appears to be a pattern whereby in the past navigators' pay has generally been between 50 per cent-55 per cent of that of pilots' pay; on the same type aircraft.

While this ratio does not indicate fully what a navigator should be paid in comparison with a pilot, nevertheless it appears to the Board that company considers that it is worth \$1.57 per hour more for a pilot to operate a Britannia aircraft. This is based on a pilot flying a Britannia for 70 hours and receiving \$110 more for this effort.

Before the Britannias entered service, navigators spent two hours in pre-flight planing. On the introduction of the Britannias, navigators were required to spend three hours for pre-flight planning. These navigators have not yet been paid any rate for the extra hour work required for such flight planning. The Board believes that such extra work merits a reasonable rate of pay retroactive to the time such services were required.

In submitting its unanimous award, the Board emphasizes its desire, that due to the peculiar nature of this dispute, the award should not be construed in any light as setting a pattern to be followed by the parties in future negotiations concerning the issues in disagreement.

The Board is of the opinion that all it can do satisfactorily at this time is to recommend extra pay, retroactive in its application, to attempt to compensate navigators adequately for any extra work they are required to do while operating Britannia aircraft; and that this recommendation be considered for the term of the present agreement only.

Therefore, this Board unanimously recommends—

(1) That all extra time required to be worked by navigators over the customary two hours for pre-flight planning of Britannia aircraft to be paid for at the rate of \$4 per hour so worked; and that such pay be made retroactive to the date when Britannia aircraft were first put into service by the company.

(2) That the present hourly rate of all navigators operating *singly* Britannia aircraft be increased 85 cents per hour; and that such increase be made retroactive to all navigators who operated *singly* as the navigator of Britannia aircraft, from the date when such aircraft were first put into service by the company.

(3) That the present hourly rate of all navigators operating as *double crew* navigators on Britannia aircraft be increased by 60 cents per hour; and that such increase be made retroactive to all navigators who have operated as *double crew* navigators of Britannia aircraft from the date when such aircraft were first put into service by the company.

DATED at Vancouver, British Columbia, this 7th day of July, 1959.

(Sgd.) W. E. PHILPOTT,
Chairman.

(Sgd.) R. A. MAHONEY,
Member.

(Sgd.) J. N. LYON,
Member.

Report of Board in Dispute between

Shipping Federation of British Columbia
and

International Longshoremen's and
Warehousemen's Union, Local 506

This was a Board of Conciliation and Investigation that was appointed under the provisions of the "Industrial Relations and Disputes Investigation Act" to endeavour to bring about agreement between the parties to the said dispute, and to find terms for a collective agreement that the parties will accept, and to report to the Honourable the Minister of Labour, pursuant to the provisions of Section 17 of the "Industrial Relations and Disputes Investigation Act."

John Berry, Fred Jackson and Leslie Ashton appeared for the bargaining agent; J. A. Bourne, P. A. Shier and Hugh Gordon appeared for the employer.

The parties agreed that the Board had been properly constituted and had jurisdiction to make recommendations in relation to the matters in dispute.

The Board met with the parties on May 22, June 10, June 15, and June 19, 1959.

The Board was advised that tentative agreement had been reached by the parties in relation to the following issues:—

- (a) Welfare
- (b) Vacations
- (c) Pensions
- (d) That the agreement be amended so that the word "union" will be substituted for "association", and that henceforth the bargaining agent will be known as the "union".
- (e) Employer group.

The parties advised the Board that there remained two issues in dispute—

(1) *Territory Clause*—(Section 2)—to include "paper-work" at Vancouver Island, B.C., ports.

(2) *Employment Clause*—(Section 9).

Territory Clause

By consent, both parties agreed to amend Section 2 of the agreement by including the port of New Westminster along with the port of Vancouver to be included in the territorial jurisdiction of the agreement. The union asked for the inclusion of the ports of Vancouver Island in the territory covered by the agreement. The Federation objected to this territorial expansion.

We feel that as the two parties are not in agreement as to any further territorial expansion (excepting the inclusion of the port of New Westminster, B.C.), we recommend that there be no further change made in relation to Section 2 at this time; inasmuch as the second paragraph of this section in the present agreement (in effect for another 10 months) appears to govern adequately the condition where men are hired as checkers or paper-men outside Vancouver harbour.

During July, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with matters in dispute between the International Longshoremen's and Warehousemen's Union, Local 506, and Shipping Federation of British Columbia, Vancouver.

The Board was under the chairmanship of W. E. Philpott, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, C. George Robson and William Stewart, both of Vancouver, who were previously appointed on the nomination of the Federation and Union respectively.

The Majority Report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Stewart. The Minority Report was submitted by Mr. Robson.

The Majority and Minority Reports are reproduced here.

Employment Clause

This Section 9 of the agreement presented a difficult problem on which the Board could make any suitable recommendation for settlement, as the parties were quite far apart in their proposals for a clause suitable to both. The federation sought the retention of the present section; the union desired a new section, based on the wording of the similar employment section in the Longshoremen's Agreement with the federation.

On June 15 the Board consented to and approved of the chairman meeting with representatives of the parties and place before them a suggested draft of the employment clause, in which both parties might find common ground from which to negotiate an adequate agreement for this contentious section of the agreement.

On June 16 the chairman met with Mr. Jackson, of the union, and Mr. Gordon of the federation. They were given for their consideration the suggested draft for the employment clause.

Both representatives agreed that the suggested wording did not meet fully with their demands. But they did acknowledge that as eventually both parties would have to come to terms on this contentious matter, there was merit in the proposal put forth and could possibly lead to further negotiations between the parties and ultimately resolve this issue satisfactorily.

Accordingly, we recommend that the following section be substituted for Section 9 of the current agreement:—

(a) The federation undertakes that preferential employment shall be given to regularly enrolled members of the union, when available.

(b) Subject only to the provisions outlined in the preceding paragraph, the fed-

eration shall be at liberty to provide such other individuals as they may be required from time to time, PROVIDED HOWEVER, that such men shall be despatched through the Union Hall, and that such men engaged in checking work shall be governed by the same working conditions and rates of pay as are set out in this agreement, and that such men may be permitted to complete the job on the ship for which they were engaged, even though members of the union may become available for work.

(c) The employer shall decide whether or not a job requires the employment of a checker.

(d) The parties agree the employer may select for employment any particular member or members of the union, provided however that such member or members are available for dispatch at the time such a request is made by the employer.

(e) The employer may employ regular *bona fide* members of its permanent staff or of the ship's personnel on a job to check cargo, provided that such staff members and/or ship's personnel, when employed by the federation, are not replacing members of the union who would otherwise be employed on that job, and that at all times, during the term of this agreement, the employment of marine checkers shall be so arranged in order to provide a reasonable opportunity for employment to members of the union.

DATED at Vancouver, British Columbia, this 19th day of June, A.D. 1959.

(Sgd.) W. E. PHILPOTT,
Chairman.

(Sgd.) W. STEWART,
Member.

MINORITY REPORT

I have to report that I concur in all matters set out in the Majority Report except the recommendation made in respect to the employment clause which is Section 9 of the current agreement.

The union's request to revise this clause was the most contentious issue before the Board. It was argued on its behalf that this revision was necessary because:

(a) There has been a tendency on the part of employers during the last 18 months to employ persons other than checkers to do checking and paper work.

(b) In the future the employers may take greater advantage of the clauses in the present agreement which permit them to employ other persons for this work.

The shipping federation argued:

(a) That the request to revise this clause was not made until months after negotiations started, in fact not until January, 1959.

(b) That the total amount of work actually done by union members has increased each year since 1956—except for the period of the Longshoremen's strike in 1958.

(c) That the present clause has been in the agreement for 12 years, there has been no abuse of it by the employers, and in practise it has worked satisfactorily.

(d) That there is no valid ground for the union's apprehension that the clause will be abused in the future.

Despite this, however, the shipping federation offered, during the course of bargaining, to amend the clause in a way

which would meet some of the union's objections but still retain certain employers' rights which it deemed essential.

This offer by the shipping federation was rejected by the union and later withdrawn by the shipping federation whose position before the Board was that as no case was made out for a change, the old clause should be retained.

The clause recommended by the majority of the Board is a compromise between the shipping federation's offer and the clause suggested during negotiations by the union. I do not doubt that it is an honest attempt to reconcile the opposing views of the parties. But on the other hand, I cannot agree with it. I have always hesitated as a Board member to draft technical clauses

in a collective agreement principally because a conciliation board is frequently unaware of the full significance of the matters in issue and the effects of the changes it recommends.

There are a number of provisions in the clause recommended by the majority of the Board which I feel require amendment.

Because of this, and also because I feel that the union did not establish a case for the changes requested, I recommend that unless agreement on a revision can be reached by the parties directly, no change be made in the present employment clause.

All of which is respectfully submitted this 8th day of July, 1959.

(Sgd.) C. GEORGE ROBSON,
Member.

Report of Board in Dispute between

Trans-Canada Air Lines, Montreal

and

Canadian Air Line Pilots Association

The Conciliation Board appointed to hear the above dispute has completed its investigation and has the honour to make the following report.

The dates and places of the sittings of the Board, the presences of members and parties are set forth on forms No. 7 as required by Section 32 (a) of the Act.

History of the Dispute

The present collective agreement between the parties was signed on May 12, 1958, to be effective from January 1, 1958 to September 30, 1959. Section 37 (a) of the agreement reads as follows:

This agreement shall become effective January 1, 1958, and shall continue in full force and effect until September 30, 1959, with the exception of Sections 7 and 17 which shall continue in full force and effect until December 31, 1958.

Section 7 referred to in Section 37 (a) concerns the reserve captain pay. Section 17 also referred to in the same Section 37 (a) concerns the hours of service.

The respondent contends that Section 17 only is in dispute and subject to re-opening according to Section 37 (a).

The applicant contends and seems to agree that Section 17 only is in dispute, but that what is called as "simulator training" constitutes a pay item and consequently subject to negotiation at this time, according to Section 37 (a).

In the opinion of the undersigned that last contention of the applicant is ill founded. Section 17 refers only to hours of service for flying time and periods of relief. The "Simulator Clause" is not included in Section 17 and consequently not covered by Section 37 (a) and does not warrant a re-opening of negotiation before September 1959. Section 14 covers training and relocation pay. If the contention of the applicant is accepted, the undersigned feel that the same principle should apply to several other clauses of the contract concerning pay, among others: Sections 3, 4, 5, 8, 9, 10, 11, 14 (a).

During July, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with matters in dispute between the Canadian Air Line Pilots Association, and Trans-Canada Air Lines, Montreal.

The Board was under the chairmanship of Hon. Mr. Justice Edouard Tellier, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Meighen, QC, Montreal, and the Honourable A. W. Roebuck, QC, Ottawa, nominees of the company and union respectively.

The Majority Report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the chairman and Senaor Roebuck. The Minority Report was submitted by Mr. Meighen.

The Majority and Minority Reports are reproduced here.

There is no doubt that the applicant is well founded in its request to re-open negotiation on clause 17 of the contract. This right is conferred by Clause 37 (a) of said contract.

The applicant's demand is for the inclusion of the following clause in Section 17:

When a pilot is required to report for duty for a trip from his base station and actually leaves the ramp to commence a flight, other than a training flight, he shall receive a minimum of one (1) hour credit for pay and flight time limitations purposes for each four (4) hour elapsed period, prorated, from the time he is required to report for duty or actually reports for duty at his base station, whichever is later, until fifteen (15) minutes after he returns to the ramp at his base station. Any difference between flying pay earned during the period away from the base station and that computed under this paragraph shall be computed as an extension of the final portion of the return trip to the pilot's base station.

The above quoted clause appears in the association's brief.

The company's brief refers to the demand of the association for the inclusion of the clause but in the following terms:

For each trip, a pilot shall receive pay and time credit as flown, or one hour's flight pay and credit for each four trip hours, whichever is the greater. Trip hours shall mean all the time which passes from the time a pilot is required to report, or actual reporting time, whichever is later, at the airport of his domicile, prior to proposed flight departure, to the time a pilot is released, a minimum of 15 minutes after block time, after arrival at his domicile for a legal rest free from all duties with the Company.

It is to be noted that both clauses are to the same effect but not worded in the same way.

This clause is known and hereinafter referred to as the "1-in-4 formula".

The majority of the Board is of the opinion that the request of the association, so far as the One-in-Four Clause is concerned, is well founded. There is no doubt that a pilot is kept away from his home base through no fault of his own. The exigencies of the service so require. The respondent argues that the pilots already receive, as per the present agreement in force, the following benefits: base pay, increment pay, hourly pay, mileage pay, night pay, pay and working conditions guarantees, schedule or better clause, duty time bonus, days free of duty, monthly limit, duty periods, etc. All the above clauses are, in fact, included in the agreement in force between the parties. The present and specific request of the applicant is not included or covered by the agreement. The contention of the respondent to the effect that the present contract already covers the request of the applicant is ill founded. The present contract makes no mention whatsoever of the

clause now sought to be included. It is a different matter. The most we can say is that the company feels that the benefits already granted to the pilots are in its view, sufficient and appropriate under the circumstances. The company cannot sustain, according to the terms of the existing contract, logically and legally, that this situation is specifically provided for. There are legal and contractual limits to the number of hours a pilot may fly in a given period.

The majority of the Board feels that the lay-over at the home base and the waiting period away from the base are two different things. The lay-over at home is entirely to the discretion of the pilot and he cannot, of course, claim any special remuneration. But the waiting period away from his home base is entirely different. He has no say in the matter. He is at the disposal of the company, according to the schedules, the weather conditions and other factors. During all that waiting period, the pilot is away from his base, he remains at the entire disposal of the company for indefinite periods, he takes all the risks for those periods. Pilots are limited to 85 hours each month (flying or credits). The pilot is evidently interested in working as close as possible to this limitation. When he is away from his base he (even if it occurs very seldom) cannot avail himself of the "blocking system". The reserve duty clause is specifically provided for certain exigencies such as sickness or other *absence*. It is true that certain guarantees and fringes are already granted to the pilot, but they are conventional and binding between the parties. As already stated the 1-in-4 Clause is not covered and was never intended to be, as the company maintains that it has no obligation to pay for work not performed. The company's contention is rather to the effect that the pay rates are adequate and sufficient.

The parties seem to agree on the point that the practical result of the proposed changes are not yet very clear. This, however, does not change the aspect of the problem. The principle remains. Whoever would benefit the more from the change, (senior or junior pilots) should not be a matter of concern for the company. This matter is rather a question, a problem between the members of the association.

The undersigned feel that a pilot who is away from his base for a given period should be assured a reasonable amount of flying time. The association's submission is that a guarantee of six hours flying time should be given for every twenty-four hours away from home at the request of the company. The association admits that most

pilots would not benefit financially from the introduction of the One-in-Four Clause. They submit that its submission is good in principle, sound, reasonable and workable. The undersigned agree with that last submission.

The question of ratio or proportion for pay for those periods of working time was not really in issue before the Board, although the six hours for every 24 hours formula was the one submitted by the association. No counter-proposal was offered on the subject; the principle involved was, in fact, the real one in issue. The undersigned consider, however, that such ratio, as proposed by the association, is reason-

able, but that the question of ratio and also the one concerning the coming into force of such clause, might be left opened for further negotiations between the parties, if they take place.

T. R. Meighen, QC, nominee of the company, did not concur in the present report and will file a separate report.

All of which is respectfully submitted.

(Sgd) EDOUARD TELLIER,
Chairman.

(Sgd.) A. W. ROEBUCK,
Member.

Dated at Montreal, this 10th day of July, 1959.

MINORITY REPORT

I regret to inform you that in respect to the "1-in-4 formula" I cannot concur in the findings of the Honourable Justice Edouard Tellier and the Honourable A. W. Roebuck, QC, chairman and association nominee respectively of the Board appointed by you to consider this matter.

The association is demanding that the company credit each of its members with one hour's flying pay and one hour flying time for every four hours that he is away from his home base. This is referred to as the 1-in-4 formula and is demanded in addition to the minimum guarantees already enjoyed by the pilots in spite of the fact that their pay and working conditions are almost unequalled on the average in any other field of activity. Although the formula was alleged by the association to relate to working conditions and therefore to fall under Section 17 (Hours of Service) of the collective agreement, it is apparent that its major object is to increase the pilot's pay.

The pilots are presently paid according to a formula which provides for basic pay together with increment pay established by the hours, mileage and weight of the aircraft flown, a higher rate being paid for night flying. The average pay of the company's captains is about \$15,000 a year, and for senior captains is better than \$1,500 per month. Both parties have agreed that the maximum flying time of a pilot be limited to 85 hours a month plus return to base, or in the case of overseas operations, 255 hours plus return to base each three-month period. A minimum pay and flying time guarantee per month of 60 hours, 65 hours for overseas operations, has been established by the company, and pilots are also guaranteed a minimum of four two-day periods free of all duty at their home

base each month. With respect to the latter guarantee, all the cases considered show that the pilots have more than the minimum guaranteed days off at home.

In spite of the high standard of pay and working conditions now enjoyed by the pilots, they are now demanding an additional guarantee from the company. As stated earlier, it would provide for the payment by the company of one hour's flying pay and the credit of one hour flying time to their monthly or quarterly maximum for every four hours the pilot is away from his home base, although the expenses of the pilot while away from home base are already paid by the company. The association contends that such a provision in the collective agreement would force the company to adjust its planning of flights so that pilots would only be kept away from their home bases for a minimum of time and that in consequence the pilots would be able to operate additional flights. The association further alleges that if the company would not, or could not make such adjustments, the pilots would be compensated by the additional pay and flying time credits provided for under the 1-in-4 formula. This, it contends, would primarily affect those pilots who were obliged to fly more than the average number of trips of the type that keeps them away from home base. After careful consideration of the briefs submitted by both parties and hearing the evidence, it is quite obvious that the implementation of the 1-in-4 formula would not have the effect alleged by the association.

The whole argument of the association revolved around consideration of individual trips, the object, of course, being to show that under the present formula some trips

do not provide an adequate number of flying hours in relation to the time spent away from home, i.e., trip time. (Trip time being defined as the time from which the pilot is required to report, or actual reporting time, whichever is later, at his home base prior to flight departure to the time the pilot is released after arrival back at his home base). To limit consideration of the 1-in-4 demand as it applies to individual flights would result in a most distorted picture of the pilots' working conditions. Working conditions must be considered over a longer period of time.

The working requirements of the company's pilots have been established in units of one month, or in the case of overseas operations, three months. As explained in the company's brief, these working units are referred to as "blocks". The company after consideration of the public demand for transportation, the availability of aircrafts, the interconnection of flights, and many other factors, "pairs" flights in such a manner as to enable a pilot to take a flight out from his home base and subsequently fly another flight back to his home base, that is to fly a trip. These "pairs" are subsequently consolidated by the pilots themselves into monthly or quarterly pilot work units known as "blocks". According to seniority, the pilots then bid for the right to fly these "blocks".

Exhibit 13 of the company's brief sets out the "blocks" for the representative month of May 1959 for the bases of Montreal and Toronto where over 60 per cent of the company's pilots are based. This exhibit lists 168 domestic "blocks" to be flown by a crew made up of a captain and first officer and Exhibit 15 reveals that the 1-in-4 formula would apply to only 30 of these blocks. However, of this number, application of the 1-in-4 formula would not in 17 cases result in any change in working conditions but would only result in additional pay for the pilots. An example of this is "block" 7 at Montreal for the month of May. It breaks down as follows:

May

- 1 Montreal to Vancouver
- 2 Vancouver to Montreal
- 3-8 Off duty at home
- 9 Montreal to Vancouver
- 10 Vancouver to Montreal
- 11-12 Off duty at home
- 13 Montreal to Toronto to Montreal
- 14-16 Off duty at home
- 17 Montreal to Vancouver
- 18 Vancouver to Montreal
- 19-24 Off duty at home

- 25 Montreal to Vancouver
- 26 Vancouver to Montreal
- 27-31 Off duty at home.

In this case the flying assignment provides 22 days off free of all duty at the home base. There are four round trips Montreal to Vancouver which require 8 working days; in addition there is one round trip Montreal to Toronto. It is this latter trip which would produce a special "1-in-4" credit of \$21.38 for the captain, whose pay for flying the block would already amount to \$1,295.63.

Of the 13 "blocks" where the 1-in-4 formula would actually result in a change of working conditions, it was found that many already contained a great deal of time off at home and application of the formula would not only increase this time off at home, but would provide for additional monthly pay with less actual flying. An example of this is "block" 92 at Toronto. It breaks down as follows:

May

- 1 Toronto to Jamaica
- 2-4 Off duty at Jamaica
- 5 Jamaica to Toronto.
- 6 Off duty at home
- 7 Toronto to Tampa to Toronto
- 8-9 Off duty at home
- 10 Toronto to Tampa to Toronto
- 11-14 Off duty at home
- 15 Toronto to Jamaica
- 16-18 Off duty at Jamaica
- 19 Jamaica to Toronto
- 20 Off duty at home
- 21 Toronto to Tampa to Toronto
- 22-23 Off duty at home
- 24 Toronto to Tampa to Toronto
- 25-31 Off duty at home.

It will be noted that "block" 92 provides for 17 days off at home and six days free of all duty at Jamaica, making a total of 23 days off at home and abroad a month. The "block" provides for just over 80 hours of flying. However, because of the six days spent in Jamaica, if the 1-in-4 formula was applied the pilots would be credited with approximately 90 hours flying. This, of course, is in excess of the 85 hour limit. To remedy this, one Toronto-Tampa trip would have to be removed from the "block" which would result in the pilot's actual flying time being reduced to approximately 70 hours and yet his flying time for pay purposes would be increased to 85 hours with a corresponding increase in pay.

In addition to receiving additional pay for flying less time the pilots flying "block" 92 would receive an additional day off at home, making a total of 24 days off at home and abroad for the month.

The above examples indicate clearly that implementation of the 1-in-4 formula would frequently result in better working conditions and higher pay for pilots who already enjoy an extremely high standard of both. There might be some justification for this however, if it could be shown that the blanket implementation of the 1-in-4 formula would at the same time benefit all pilots who were less fortunate with respect to the numbers of days off at home. Examination of the 168 "blocks" considered reveals that only 12 of these have 10 or less days off at home. However, of these 12 allegedly poor "blocks" only six would be affected by the 1-in-4 formula. Under these circumstances it is impossible to accept the association's contention that the sole object of its demands is to increase the pilots' time at home or to provide compensation for being away.

The more carefully the facts are examined the more evident it becomes that the adoption of the 1-in-4 formula would not provide the remedy allegedly desired by the pilots. It has already been pointed out that because of the company's obligation to provide the travelling public with the best possible service, it cannot amend schedules for the sole purpose of providing even better working conditions for the pilots.

There is no consistency in the 1-in-4 formula's application. In many cases it would further benefit those pilots who are already profiting by the highest pay and best working conditions, but, as has been shown, it frequently is inapplicable to those pilots who have the least number of days off at home. It should be made very clear here that if the pilots honestly wish to provide more time at home for those pilots now receiving close to the minimum provided for in the collective agreement, the remedy lies in their hands. The "blocks" are made up by the pilots themselves and it would be a very easy thing for them to arrange for a more equitable distribution of "pairs" of flights or trips in orders that those pilots having an excess of days off, sometimes as high as 23 per month, would fly one or two less desirable flights in order to benefit their less fortunate fellow pilots.

The association, by its failure to show adverse working conditions which would be corrected by the application of the 1-in-4 formula, has as much as admitted that the formula was a device to get more money rather than to improve working conditions. The company did not dwell to any extent on the cost of the 1-in-4 formula. However, it is quite evident that it would be considerable. Implementation of the formula would result in an increase of already high wages, in many cases for less actual work. In addition, the company would have to pay other pilots to fly the trips no longer operated by the original crews. This cost was estimated by the company to be between 2 per cent and 4 per cent of the payroll which could mean a potential of over \$200,000 per year to Trans-Canada Air Lines.

To sum up I would suggest, with great respect, that the majority report has overlooked the fact that to a large extent the pilots themselves establish the monthly working units, referred to as "blocks", and even more important that they are allocated the "blocks" to fly according to their individual requests based on seniority. Accordingly, if there is a real desire on the part of the pilots to obtain a more equitable distribution of time required to be spent away from home they could satisfy it by reallocating trips in the monthly work units.

I cannot accept the proposition of the association that its demand for the 1-in-4 formula is based on the desire to improve the working conditions of the more junior pilots. It is obvious that the prime result of the formula would be to increase pilots' pay and, in many cases, for less actual work performed. Accordingly, as the pilots already receive very high salaries and enjoy more time off, at home and abroad, than any other trade, I cannot and do not recommend adoption of this proposal of the Canadian Air Line Pilots Association.

All of which is respectfully submitted.

(Sgd.) T. R. MEIGHEN,
Member.

Dated at Montreal, this 16th day of July, 1959.

U.S. Employment at Record High In July-67 Million at Work

More persons were working in the United States in July than at any previous time in the nation's history, according to James P. Mitchell, U.S. Secretary of Labor.

In mid-July, employment stood at 67,594,000, an increase of 252,000 over June—

when the previous record was set—and 2,415,000 more than a year before.

Unemployment in the meantime dropped by 238,000 between mid-June and mid-July to 3,744,000. This was 1,550,000 fewer than in July 1958.

Report of Board in Dispute between Quebec North Shore and Labrador Railway Company and Brotherhood of Railroad Trainmen

The matter in dispute between the Quebec North Shore and Labrador Railway Company, hereinafter referred to as the company, and the Brotherhood of Railroad Trainmen, hereinafter referred to as the union, was clearly and concisely defined by both parties, having arisen as a result of negotiations for a new collective agreement between the parties, and having disposed of some of the items in dispute either by agreement or withdrawal, it can be said that the matters in dispute are as follows:

Proposals of the Brotherhood:

- (a) That all wage rates, however established, applicable to miles, hours, overtime, arbitraries and special allowances, be increased 30 per cent, effective September 11, 1958.
- (b) Request Car Step-Up Rate in Ore Service to provide that rate for 81 to 100 cars, shall be 40 cents more than present and that 40 cents be added for each additional block of 20 cars or fraction thereof.
- (c) Request that trainmen to be paid a basic day and trainmen when called or used, shall be paid time and one-half on all statutory holidays, now in effect on Quebec North Shore and Labrador Railway Company.
- (d) Request that Article 6 (b) be revised to read as follows:

During July, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between the Brotherhood of Railroad Trainmen, and the Quebec North Shore and Labrador Railway Company, Sept Iles, Que.

The Board was under the chairmanship of Norman N. Genser, QC, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Paul S. Smith, QC, Montreal, and Hon. A. W. Roebuck, QC, Ottawa, nominees of the company and union respectively.

The Majority Report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Smith. The Minority Report was submitted by Senator Roebuck.

The Majority and Minority Reports are reproduced here.

"Actual miles run will be allowed for doubling, or assisting other trains, plowing or flanging side and yard tracks."

Proposals of the Railway:

- (a) Revision of Article 31 as follows: to provide for the elimination of all rules and agreements, however established, which require the employment or use of a minimum crew in train service, and to establish a rule to provide that the railway shall have the unrestricted right to determine the number of trainmen to be used in any crew consist.
- (b) Revision of Article 1, to provide for the elimination of the "Ore Train Rate".

May I at the outset extend my thanks and appreciation to Theodore Meighen, QC, representing the company and Guy Desaulniers representing the union for the care and diligence with which their respective positions were presented to the Board, and the clarity with which the evidence was given, both orally during the hearings and as may be found in the documents produced as exhibits. May I also express my appreciation as chairman to my colleagues Senator the Honourable A. W. Roebuck, QC, and Paul S. Smith, QC, for their patience and understanding in all matters relating to the hearings in this most difficult dispute. I wish too to make special mention of the assistance given to the Board by Mr. Collins of the union and Mr. Little of the company and the other representatives of both parties.

The Board did not find it necessary to request witnesses to take the oath, believing that notwithstanding the differences of opinion all parties have been in good faith and they have attempted from their points of view to present the facts and arguments pertaining thereto.

It was apparent from the outset of the hearings that the matter of grave importance that would take up most of the time of the hearings, and that was most vital to the parties, was the company's request for the revision of Article 31, which in effect would give the company the opportunity of reducing the consist of crews on ore trains only from a conductor and two brakemen to a conductor and one brakeman and in

particular granting to the company the right to remove from the crew the rear end brakeman. The company was prepared to accept a revision of Article 31 that would clearly specify that they were looking for no additional reductions in crew, but that the revision would be confined to the right of the company to reduce the consist of the ore train crew to one brakeman rather than two.

History of Quebec North Shore and Labrador Railway Company

I think it is important to set forth briefly some of the history of the Quebec North Shore and Labrador Railway Company and its relationship to the employment of people in the area in which it operates in Quebec and Labrador.

The railway is a common carrier under the jurisdiction of the Board of Transport Commissioners for Canada, but unlike many other common carriers, it is confined in large measure to the work of moving important tonnages of iron ore from the mine to the tide water at Sept Iles, Quebec for shipment to its world markets. Unlike other railroads its ore movement is confined to a main line haul since the railway does not operate the marshalling yard at Knob Lake nor the receiving yard at Sept Iles.

The railway does a small amount of passenger, express mail and general freight traffic. The bulk of its work, that is the ore haul, is seasonal, beginning generally about the end of April and ending some time in November, but the other traffic to some extent continues throughout the year. It is indicated that in 1958 the ore traffic accounted for 98.5 per cent of the gross ton miles.

The main track is 357 miles long with an additional 60 miles of sidings, service spurs, industrial tracks, etc. The railway does not connect with any other railway and the station of Oreway is some 186 miles north of Sept Iles.

Type and Kind of Railroad

Although the company was incorporated in May 1947 the first train was dispatched on this railway in June 1954, and by 1958 it would appear from the evidence that the roadbed had reached a reasonably satisfactory degree of stabilization.

It is indicated that for its length the track structure is the heaviest in Canada, and it is so constructed as to provide for electrically operated signals and with few exceptions the main switches are power operated, and it is alleged remotely but

completely controlled from the train dispatcher's office in Sept Iles. Parallel to the track is a pole line carrying one pair of wires to transmit power for switch and signal operations and a second pair for telephone and teletype communications, as well as the circuits which operate the signals.

Motive power is completely diesel-electric. The ore cars apparently are specially designed and are equipped with roller bearing axles and other types of equipment which it is suggested insures operation as nearly trouble free as possible and apparently the railroad makes use of short range radio (walkie-talkie) to provide communication between head and rear end of trains, and within the range of 15 to 25 miles, with other trains, as well as with the radio stations in the dispatcher's offices at Sept Iles. All equipment is maintained in a main shop at Sept Iles. Communications can also be made from any point of the line with portable phones carried on the train to be hooked onto wires along the tracks.

Railroad's Reason for Elimination of Rear End Brakeman

The railroad very strongly urged that their central traffic control system is now so established with visual signals, interlocking devices and even in the event of power failure the railroad can be operated with the minimum amount of danger and with all known safety devices available.

I think it is fair to point out here that both sides agree no matter how well mechanized and automatic the system may be there is always the element of human failure and that the railroad have urged that to the extent that it is possible with known machines and equipment the human error has been substantially overcome. In any event the company says that because of the system and the nature of the operation of the railroad in the conduct of all things, they don't need a second rear end brakeman on ore trains generally for the following reasons:

- (a) That the rear end brakeman on all ore trains has no primary function to perform nor is he an assistant to the conductor;
- (b) That he had no switches to handle en route, except in rare cases;
- (c) He does not have to couple or uncouple cars except on very exceptional cases;
- (d) He is not required as a flagman to protect the rear of the train because the conductor is available for that service should it be necessary and which

they say occurs rarely and under exceptional circumstances; in addition by special instructions contained in Time Table No. 6 effective April 26, 1959 Rule 9 states: "Unless otherwise and specifically directed, protection of the rear of a train or engine on the main track, within the signal limits of CTC, is not required."

- (e) The rear brakeman is not required to service vans (caboose) since they are serviced in a mechanical department;
- (f) He is not required to clean or fill oil lamps as they are equipped with electric lights;
- (g) He is not required to adjust airbrake retainers or appliances;
- (h) Because of the central control system the train does not operate like some other railroads on train orders and because of these circumstances the rear brakeman is relieved of most of the normal duties that fall to brakemen on other railroads;
- (i) The conductors are not required to check or list ore trains and their clerical duties are confined to time returns and delay reports which comprise all the clerical work;
- (j) That neither the conductor nor the brakeman have any preparatory duties or final work;
- (k) That the ore cars are so equipped to avoid overheated journals, and they note that there was only one such case in 400,000,000 car miles;
- (l) That there are no specified inspection points and most loaded ore trains move over an entire subdivision without stopping;
- (m) All vans and engines are equipped with train radio and are provided with portable walkie-talkie radio phones;

The railway have taken a strong issue with the union on the duties and obligations of brakemen and have strongly urged that in their particular ore trains the work of the brakemen is unproductive. In their effort to prove this statement special reference was made to a study made by the company, without the knowledge or co-operation of the union, but apparently with the knowledge given in advance to the crew at the time of the study. If this study were to be accepted it would appear that the usefulness of a rear end brakeman, as long as the conductor is there, is somewhat doubtful. On the other hand it cannot be said that the study was carefully done, nor was it made upon any accepted principles that might be applied to such a study and

certainly its value is lessened when it took place without the knowledge or consent of the union.

Union's Reasons for Opposing the Modification of Article 31 to Exclude Rear End Brakeman

The union have made very strong representation that the railway should not be permitted to modify Article 31 that would have the effect of eliminating the rear end brakeman. They suggest that this is a scheme on the part of the railway to reduce the essential consist of a crew and that it is the thin edge of a wedge that the railway hopes will reach out into other railroads. Particularly when they are convinced that the savings to the railroad that would result from the elimination of a rear end brakeman is comparatively small. This is the opinion of the union even though it is apparent to us there is a saving of 20 per cent of the cost of ore train crew if the rear end brakeman is eliminated.

In particular the union says:

(a) That the safety of the crew is not only the responsibility of the railroad but also a matter of grave concern to the union and that by the dropping of a rear end brakeman the safety of the crew would be seriously affected. In support of this contention they have made references to the UNIFORM CODE OF OPERATING RULES. They have made reference on an extensive basis through experienced trainmen, through statistics and through rules that the need for a second brakeman not only is necessary and that the brakemen are productive in the operation of the railroad, but they are needed particularly for the safety of the crew and the equipment.

The union are far from satisfied that the central control system now installed at the Quebec North Shore and Labrador Railway Company is sufficiently automatic and fool-proof as to protect the crew from human and mechanical failures and that the safety of the crew particularly would be affected giving numerous and extensive reference to accidents on this railroad and on others, and pointing up in particular the many functions of the rear end brakeman on the normal operation of the ore trains as well as in the case of emergency. They claim that accidents and emergencies are part and parcel of the operation of a railroad.

They make reference to the admissions by the company in a letter under date of August 25, 1958 wherein the chief dispatcher records his own opinion "...as our communication system is not the best and errors

may easily creep in and not be noticed . . . " a long list of probable or possible functions of a rear end brakeman are indicated. These items of course have been contested by the railroad. The union has strongly urged that this Board should not permit the elimination of the rear end brakeman and it should not be necessary to have a man killed or injured to prove their point.

The union feel strongly that although the railway at first asked for complete freedom to determine the consist of a crew but during the hearings were prepared to restrict it to the consist of a crew on an ore train and are now satisfied to accept a direction that the railway is free to eliminate from the consist of the crew of its ore trains the brakeman who rides in the van (rear end brakeman), this compromise they say is only the beginning.

The union further queries "why does the railway now ask for the elimination of the rear end brakeman when they by their own direction, which later became part of a collective agreement, provided for a rear end brakeman and that for several years they have carried this rear end brakeman only *now* to request its elimination." Their suspicions are definitely aroused and as they have said that it is a company request that would open the door to all kinds of abuses and while they agree that it is the right and duty of a railway to provide for the efficient economical and safe operation of the railroad they say that it is not an exclusive right and that the protective features long fought for by the union for the safety of union members should not now be destroyed.

The union very strongly urged that their case is not solely based upon safety but that the rear end brakeman is productive and performs necessary and essential functions for the efficient operation of the train.

In summation the union have said that while the walkie-talkie and telephone installations and CTC are quite helpful to expedite the movement of trains and even make some movement safer, that none of these installations replace men.

Conclusion as to the Dispute Concerning the Right of the Railroad to Reduce the Consist of the Crew by Eliminating the Rear End Brakeman

After a very careful consideration, it is our opinion that in this particular railroad the Quebec North Shore and Labrador Railway Company operating as it does at this time in its present area and under the conditions as disclosed and in a period of

a year from April to November, it may be that the ore trains of this railroad can be operated efficiently and safely by a crew composed of:

- An engineer;
- a conductor; and
- head end brakeman

In view of the fact that the studies made by the railway are, inconclusive, but because I am reasonably sure that the present duties of the rear end brakeman can, in the light of the restricted duties of the conductor on ore trains, be performed by the conductor, we recommend that this particular dispute be solved on the following basis:

(a) That for the balance of the period of the intended contract, which I understand is considered to have commenced September 11, 1958 and termination will be on September 11, 1960, that Article 31 be revised to enable the railroad, if in its judgment it deems proper, to operate *ore trains only* without a rear end brakeman, subject however to the following specific conditions:

1. That no brakeman employed by the company at any time who is able and willing to serve in that capacity and who is on the seniority list as of June 15, 1959, shall be prevented from such employment because of reduction of the consist of the crew and that for the year 1959 the company continue to employ and use a rear end brakeman until all of the brakemen on the seniority list as above are so employed;

2. That only if and when all the brakemen as above provided, formerly employed by the railway who are available for service as brakemen have been so employed in their capacity as brakemen shall the company be permitted to reduce its consist of crew by the elimination of the rear end brakeman;

3. That if and when in the season that this occurs and in consultation and in co-operation with the union, a satisfactory and acceptable study is introduced to keep accurate account not only of the activities of the crew, but where the consist includes a rear end brakeman and when it excludes a rear end brakeman, that the study be so conducted as to provide a comparison of the operation of an ore train with and without the rear end brakeman and this study should not be confined to the question of the safety of the members of the crew, the public, the equipment, but also should indicate the productivity of the rear end brakeman and whether or not the efficiency and productivity of the crew is lessened when there is no rear end brakeman;

4. It is a further condition that the whole question of the right of the railroad to exclude a rear end brakeman shall be referred at the request of either of the parties to a board of conciliation upon the termination of the contract now being negotiated, who would then have available more specific and accurate information and who will be able to judge perhaps even better as to whether or not it is safe or efficient and productive, or both safe and efficient and productive to operate an ore train without a rear end brakeman and the decision of that Board should then be incorporated into the new collective agreement at the end of the present contract, reserving the right to the union in the event of any serious failure or accident that might occur because of the absence of the rear end brakeman, bringing the matter to such a Board at an earlier date.

It is our considered opinion that such a trial period under the afore-mentioned circumstances will settle reasonably the present dispute and that any such conclusions presently made or that may be concluded by another Board shall apply and be specifically applicable to this railroad in view of its special circumstances.

We are strongly of the opinion that the recommendation made herein for the solution of such a dispute should not and cannot be construed as being applicable to any other railroad under other circumstances and conditions, as after all the Quebec North Shore and Labrador Railway Company is peculiar to itself and many of its conditions and type of operation, its location and the seasons in which it operates makes the circumstances unique and different.

The Second Proposal of the Railroad

The railway has requested a revision of Article 1 of the Collective Agreement to provide for the elimination of the ore train rate. After careful examination of the submissions made by the railway and the reply by the union in connection with the railway's request, it is not our opinion that there should be any change in this regard.

Proposals of the Union

(A) The demand for 30 per cent wage increases.

The railroad offered, contingent upon the acceptance of its proposals the following increases retroactive to September 11, 1958 as more particularly shown in its letter of October 9, 1958 which reads as follows:

"Rates of Pay:

- (a) Rates of pay to be increased 10 per cent on a two-year contract; 7 per cent for the first year ending September 1959, 3 per cent additional for the second year ending September, 1960; based on rates of existing amendment dated September 11, 1956.
- (b) In all road service 128 miles or less, 8 hours or less to constitute a day's work.

The above provisions result in rates as follows:

	Conductor		Brakeman	
	Per Mile	Per Day	Per Mile	Per Day
First Year .....	.1500	\$19.20	.1305	\$16.70
Second Year .....	.1542	\$19.74	.1342	\$17.18

NOTE: Straight time and overtime to be paid at 16 miles per hour."

It is our opinion, based upon the evidence produced before us, and in the light of the arguments submitted and particularly because it is recommended that the railway be given the opportunity to test the operations of ore trains without the rear end brakeman, that the increase in rates of pay be suggested as follows:

A general increase of 7 per cent for the period commencing September 1958 and ending June 30, 1959; and,

Ten per cent commencing July 1, 1959 through to September 1960;

In both cases with reference to the foregoing it shall be based on rates of existing amendment dated September 11, 1956 and that in all road service 128 miles or less, 8 hours or less will constitute a day's work.

Straight time and overtime to be paid at 16 miles per hour.

We are of the opinion that such a slight increase from the proposal of the railway will do something to compensate the remaining members of the crew who, no matter how slight, will find additional duties to perform with the dropping of the rear end brakeman.

(B) Request by the union for Car Step Up Rate.

It is our opinion that this request of the union be denied since there does not appear to us to be sufficient evidence to justify such a step up rate.

(C) Request for pay on Statutory Holidays:

This request of the union is not supported by evidence as to statutory holidays in other railroads, it would in any event be construed as another method of increasing

wages and in the circumstances in our opinion is not justified.

(D) Union's request to revise Article 6 b.

In view of the fact that the crew on this railway is paid on the basis of both actual miles and time, whichever is greater, there does not appear at this time to be any justification for adding to the miles for those miles run for doubling, or assisting other trains, plowing or flanging side and yard tracks.

It is therefore recommended that this request be denied.

Conclusion

We would like to stress that the recommendations and decisions made in this memorandum were determined after long and extensive examination of all the facts and submissions. Special efforts have been made by your chairman and the other members of the Board to bring about a compromise that would lead to agreement. Unfortunately on the most important matter in issue, that is the revision of Article 31 that would permit the railroad to reduce the crew on ore trains by the elimination of the rear end brakeman has created vast differences of opinions between the parties. As the position of the parties in this con-

nection may well be taken as being protective not only for the brakemen on this railroad but for brakemen on all railroads, we can say categorically that our recommendations in that regard should not and cannot be taken as a precedent since it is obvious to us that no other railroad in Canada is in quite the same position and that its peculiar circumstances are intimately and significantly associated only with this railroad.

We are strongly of the opinion that with the recommendations made herein no member of the union will suffer. It preserves the rights of the union to have the main matter of dispute, that is the dropping of the rear end brakeman, referred again to a board of conciliation should the circumstances warrant. Strikes and stoppages of work are generally hard and difficult for all concerned. I sincerely believe that the process suggested will impose no hardship and at the same time permit change in human relations inevitably resulting from technological progress.

(Sgd.) NORMAN GENSER,
Chairman.

(Sgd.) PAUL S. SMITH,
Member.

MINORITY REPORT

It is with regret that I find I cannot agree with the chairman, Norman N. Genser, QC, in his report in the above matter. His suggestion that the company experiment in the operation of its ore trains without rear end brakemen is objectionable on at least two grounds. In the first place, such a proceeding would be equivalent to gambling with the life and limb of the train crews, and, in the second place, the experiment would be entirely within the control of the company, the officials of which have already taken partisan positions. The proposal to run trains without a rear end brakeman on an experimental basis is quite obviously a thin edge of the wedge, and not very thin either, to the adoption of a practice which I consider basically repugnant to long established railroad practice. We know now, without killing or maiming someone to find out, that the attempt to load the brakeman's duties onto the conductor would result in a neglect of one or other or of both functions and sooner or later would lead to disaster.

Settlement of the dispute between the parties became impossible on the uncompromising insistence of the company repre-

sentatives that management be given the right in the proposed renewal of the collective agreement between the parties to dispense with the position of the rear end brakeman on ore trains, a demand which the brotherhood found impossible to concede. The company has already eliminated the fireman, or engineman's helper, on its diesel powered trains and now insists on being given the unrestricted right to dispense with as many or all of the remaining crew on all classes of trains as it shall see fit. The item in its demand reads as follows:

Revision of Article 31 as follows: To provide for the elimination of all rules and agreements, however established, which requires the employment or use of a minimum crew in train service, and to establish a rule to provide that the railway shall have the unrestricted right to determine the number of trainmen to be used in any crew consist.

In the course of discussion it became clear that the railway planned the elimination of the rear end brakeman on ore trains at present, but with the prospect clearly in mind, and as above expressed, of further encroachments.

Such a policy, as might be expected was vigorously opposed by the union representatives and denounced as dangerous to the public, deadly to the life and limb of operating employees and an act of warfare as regards labour.

The railway argued that it had installed an electric block system whereby switches are thrown and signals operated by a centrally located operator so that each train as it proceeds over its 357 miles of tracks is completely isolated from all other trains, but management was forced to admit that orders are regularly given permitting trains to disregard red lights and so to enter control blocks in which another train is already operating. It was shown that the enginemen of work trains are supplied with a special form for this very purpose. The engineman or conductor of one train quite regularly contacts the dispatcher by phone and with him completes the form which permits him to proceed into an otherwise closed block.

The brotherhood was firm in its assertion that common sense, long established railway practice, and the plain provisions of the Uniform Code of Operating Rules requires that a train which stops between stations under such circumstances be protected by flagging at both ends.

This Code applies without exception to all railways; it is approved by the Board of Transport Commissioners for Canada and has the force of law. If the head end brakeman is retained on these trains he will continue to protect the train in front, but if there is no rear end brakeman the rear of the train will be unprotected and subject to the traditional hazards of the road.

The railway management answered that the conductor would be required to leave his other duties and to perform the functions of flagman. The brotherhood contended that this was contrary to railroad practice as established for the past 100 years or more and on every railroad in America, and is impractical. My own opinion is that it would result in neglect of the all-important function of flagging.

To appreciate the situation one must know the condition under which it is proposed to establish this drastic departure from railroad practice. The Quebec North Shore and Labrador Railway Company was organized for the purpose of transporting vast quantities of iron ore from the interior of Labrador 357 miles to the port of Sept Iles on the Gulf of St. Lawrence where it

is loaded on ships for water carriage to the steel mills of the United States and Canada. On the 2nd of June 1955, the company was authorized to commence operations in the carrying of traffic over its then uncompleted railway lines. Effective September 11, 1955, the company entered into agreement with the Brotherhood of Railway Trainmen governing rates of pay and working conditions. Subject to certain amendments effective September 11, 1956, this agreement is now in effect. This agreement provided for the standard railway operating crew of four men, the conductor, engineman and two brakemen, one of whom rides the engine and the other is at the rear end in the caboose. There was no suggestion by the company when the agreement was negotiated or at the time of its amendment of violating established railway practice by reducing the number of men per crew, and operations have accordingly been reasonably successful. With the exception of an occasional freight and passenger train, the traffic consists in great trains of ore cars of 130 to 150 cars each extending for more than a mile in length and carrying a pay load of approximately 15,000 tons. These trains are very long and very heavy and travel at high speeds of 40 miles per hour and over. In 1956, the railway transported 12,155,034 tons of ore from the mines at Schefferville to the loading yards at Sept Iles. In 1957 the gross was 12.4 million tons and in 1958 it was 9.5 million tons. This year the gross is expected to reach 11.5 million tons.

One must picture these 15,000-ton monsters, each over one mile long, following one another in quick succession, at a thundering 40-mile-an-hour speed to realize the plight of the solitary survivor of the railway's economy greed, were the brotherhood to yield to the company's demand to reduce the crew in the caboose to one man.

Nor is that the whole story. F. A. Collin, Vice-President of the brotherhood and leader of the union bargaining committee, is a railroader of long experience. He knows what it means to ride the caboose of an ore train. Due to the play that necessarily exists in the couplings between ore cars, these trains have an excessive amount of what railroaders call slack. When the train is extended and the engine stops, the cars crash into one another in rapid succession until finally the caboose weighing less than 3,000 pounds makes a flying tackle with its neighbouring ore car weighing in the order of 125 tons or 250,000 pounds.

Mr. Collin describes what happens to the men in the cracker box (caboose). If they are caught off guard they may be seriously injured. A similar jar of even greater severity takes place when the ore cars are pushed together so that the train is compact and the powerful diesel locomotive pulls forward. The last car to take the forward jerk is the caboose and it moves to the almost astronomical weight of a combination of 100 or more loads of iron ore, something in the order in all of 15,000 tons. Mr. Collin says that the job of the rear end brakeman is the roughest, toughest and most dangerous in the railroad industry, and that the insurance companies confirm this by charging rates higher than are charged in other hazardous occupations.

It was proposed that the one-man operation be tried experimentally for a period and Mr. Collin refused emphatically to experiment with other men's lives and limbs; where the cards were predominantly in the Company's hands, and where for him to win, someone must be injured or killed.

The brotherhood submitted a strong case on the safety factor.

The company contended that the rear end brakeman had nothing to do, or that his duties could be performed by the conductor, but that is not true. There is a telephonic communication between the engine and the caboose and, in order to ensure that all traffic signals are observed and obeyed, they are called by phone from the engine and answered from the caboose. One man is expected to maintain outlook from the roof of the caboose in what is called the cupola. The full reach of the train must be observed, especially on the inside of every curve, and the track must be inspected to the rear at frequent intervals for evidence of dragging undergear. When the train stops there are walking inspections of the wheels and carriages and when it starts a passing-by inspection takes place. When the train is in a passing track, the crew inspects the carriages of the train on the main track. The conductor is in charge of the whole train and is primarily responsible for the observance of rules and orders, including dispatcher's orders or directions. Each of the crew, including the brakemen, is individually responsible should orders be overlooked or disobeyed. Should a drawbar pull out, brake gear loosen, something drag, brakes stick or wheels fail, timber protrude, or any other of a thousand mischances occur, so that the train is forced to a stop between stations, the conductor takes charge

of repairs while the two brakemen set out along the track in both directions to protect the train by flagging. There is ample employment for both men.

This is the traditional practice of all railways in North America. In every collective agreement between railway management and its operating unions on this continent of which the brotherhood is familiar other than mere industrial switching, universally, where trains resemble those on the Labrador Railway, a minimum of two brakemen is provided, in addition to the conductor and engineman.

In my submission, on the above grounds of safety, efficiency and humanity to its staff and work performed, the railway should withdraw this extraordinary demand, and the brotherhood is justified in resisting its imposition to the full extent of its economic strength.

And there are other good reasons for the company maintaining the *status quo* in this regard. Its representatives admit that it is not compelled by financial pressure to resort to desperate economies. The railway and its associates have gained possession of one of the most spectacular natural resources on this continent, a surface deposit of millions of tons of iron oxide. It has plenty of money. Its financial position is not a factor. With some very reasonable doubt, the brotherhood accepts the company's assurance that its action in this regard is not a spearhead of a similar drive by other railways, so that, if it is serving its own interests only, the value to it of its proposed economy may be measured in money.

It has been estimated by the brotherhood that the wages of the present three-man train crews not including the enginemen forms one-and-one-half percent of its total railway expenses. It wishes to reduce these wages by something less than 33 per cent; that is to say, it would save one-third of one-and-a-half per cent, or one-half of one per cent of its expenses, and for this insignificant saving it would take the chances of an untried experiment with a costly plant and organization and risk the tie-up of a profitable operation. This is not readily understandable.

As a matter of fact, the saving would not be as great as above stated, for the efficiency of the crew would be reduced and it is admitted that delays would occur.

The proposal, that under certain circumstances would separate the conductor from his train and send him down the track for

2,000 yards or more, is in my opinion extraordinary, reckless and improvident. The conductor is in charge of the train. It is his responsibility to know and to ensure at all times that it is being operated safely and that speed restrictions are being observed, and above all that train orders are obeyed. I have myself taken part in the trial of an engineer who by forgetfulness caused a head end collision which killed 17 people. An alert conductor could have saved that situation. A conductor overloaded with his own and other duties, or per chance far down the track with flag and fuses, cannot be expected in reason to be efficient in the discharge of his traditional duties as conductor.

If the company's purpose is a saving of money, the brotherhood has offered to bargain on that basis.

In addition to its demand for the elimination of the rear end brakemen, the company proposes the elimination of the "ore train rate." According to the present agreement, the company pays its conductors and brakemen 60 cents per day additional for ore train service above what it pays for ordinary freight and passenger service. This differential is based on the more arduous, dangerous and responsible duties performed aboard the heavy and speeding ore trains, and the brotherhood contends that the premium rate is thoroughly justified by the facts.

As against this demand by the company for the abolition of the ore train rate however, is a request by the brotherhood for a 30 per cent increase in wages. It was suggested that the company make its proposed saving under this item. The elimination of one of the four men who now form the crew consist, would save something less than 25 per cent of the train crew's wage bill. I say something less because the conductor and engineman are paid at a higher rate than are the brakemen, and a three-man crew is admittedly less efficient than a four-man crew. However, figuring the proposed saving at 25 per cent, a similar economy could be obtained by the brotherhood reducing its demand for an increase in wages, but the company would not even consider such a proposal which prompted my thought that its attack upon the crew consist was motivated by considerations other than economy.

There is justification for the men's demand for a wage increase. The railway's function is to draw iron ore from the interior to the sea and 99 per cent of its revenue is from this source. Its operations therefore

end with the close of navigation. Work on railway traffic commences early in May and terminates in mid-November. Under present economic conditions the men laid off in November, have little likelihood of other employment during the winter months. They must therefore save sufficient during the summer to survive the winter. To achieve this goal, the men work long hours in continuous service, and the physical strain is great. To this is added the hardship of the climate, the wild, unpopulated and desolate terrain and the utter isolation. Nevertheless, the basic general daily rate of conductors on this Labrador Railway is only 5.7 per cent higher than that of the through freight conductor on the Canadian National Railways, Atlantic and Central Region, and that of the brakeman only 5.2 per cent higher than his Canadian National opposite. Rates on ore trains are slightly above the general rate, but even so the differential is only 10.3 per cent in both classifications. The wage differential of the non-operating groups is very much greater. For instance, that of machinists is 41.6 per cent.

It must also be borne in mind that the consumer price index has risen between September 1956 and December 1958 from 119 to 126.3, a rise of 6.1 per cent which is a reduction in equal amount in real wages.

In view of the seasonal character of the operation, the climate, the terrain, the isolation and the hazards, the trainmen are justified in their wage demand.

The standard length of the ore trains on the Labrador Railway is 130 cars and the average length in 1957 was 120 cars. This compares with an average of 43 on the Canadian Pacific, 45 on the Canadian National, 37 on the Northland and 44 on the Algoma Central. Mechanical improvements, including the diesel locomotive have resulted in longer and heavier trains and higher speeds. Longer and heavier trains increase the danger of mechanical failures, such as break-in-twos, knuckle breaks, dropped brake beams and pulled draw bars, calling for prompt or emergency action by the crew. There is more labour expended in constant inspection, walking and running inspection, and great care in starting, running and stopping. Enginemen are compensated on most other railways for these increases by stepped-up rates based on the weight on the drivers of the locomotive. The trainmen ask for similar consideration. The brotherhood has demanded that 80 cars be considered the basic train length, and

that 40 cents per day be paid to members operating crews for each 20 cars in excess of that standard, or 3 per cent increase in rates for handling a train 25 per cent longer than the specified normal. On the basis of the productivity of the longer train, this is indeed moderate and in view of the increase in labour and responsibility of the crew, this financial recognition is justified. An allowance of 20 cents for each block of 25 cars over 80, is now paid by all the railways in Canada, including Canadian National and Canadian Pacific.

According to the present collective agreement between the Quebec North Shore and Labrador Railway and the Brotherhood of Railroad Trainmen, operating crews are paid on the basis of miles run when assisting other trains or doubling on grades, and the brotherhood now asks that plowing or flanging side and yard tracks be similarly compensated. Well, why not? Payment for such services is made on all other Canadian railways.

One of the brotherhood's demands is for payment of statutory holidays when not worked and for time and one-half when worked. This is the rule of the Iron Ore Company of Canada, which mines the ore which this railroad carries, in its collective agreement with the United Steel Workers of America. Non-operating trades including dining car employees and yard men

have this concession on this railroad as well as on most other railways in Canada, but free statutory holidays are not extended to the running trades on any of the major railways in Canada.

There were a number of additional items in which the union expressed interest and the company would like the ore train premium rate eliminated, but the company's insistence on its right to reduce the crew consist to three men prevented any successful collective bargaining on other items. Management offered to continue the employment of the men of the staff of 1958, some 87 in number, but that was all. In the face of such an attitude on the part of the employer, agreement between the parties was impossible.

With the company's main proposal, I thoroughly disagree. There is surely enough unemployment in Canada at present without the added misery of ruthless speed-up methods such as is suggested. The company is determined to accept the risks to the life and limb of its employees and the excessive strain on their endurance and health for a doubtful economy in an already profitable operation. Agreement on other items would not be difficult were this brutal demand withdrawn, as in my considered opinion it should be.

(Sgd.) A. W. ROEBUCK,
Member.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Two Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released decisions in two cases, one of which was heard February 10 and the other June 9.

The first case concerned a dispute over the abolition of two railway telegraphers' positions at Saint John, N.B., and the transfer of work that had been performed by the two operators to employees outside the scope of the Telegraphers' agreement. The second involved a dispute over a fireman's claim for mileage.

Case No. 715—*Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Order of Railroad Telegraphers, ex parte, concerning the abolition of the positions of two telegraphers at Saint John, N.B., and the transfer of work previously done by the operators to employees outside the scope of the Telegraphers' agreement.*

Effective January 1, 1956, the Canadian Pacific Railway Company abolished the

positions of two telegraph operators and transferred their work to the Communications Department. The abolished positions were covered by an agreement between the railway and the Order of Railroad Telegraphers; the Communications Department by an agreement between the company and the Commercial Telegraphers' Union.

The employees in their contention quoted two articles in their agreement that stated that employees assigned to railway telegraph service "will be considered as Telegraphers" and that Telegraphers would have the exclusive right to all positions listed in the wage schedule in the agreement. The two positions in dispute were so listed.

The employees pointed out also that the work that had been done by the two telegraphers was railway communications work, and not commercial work.

The union denied that its claim was a jurisdictional one, as the company charged.

The company in its statement of facts said that during the years 1953-55 the two operators had dealt only with traffic exchanged with offices on the Woodstock and Brownville Divisions, which amounted to a little less than 40 per cent of railway service telegrams sent from and destined to the various railway department offices at Saint John. During the same hours Communications Department employees handled railway service traffic other than that above mentioned. They also handled all traffic outside the hours during which the two railway telegraphers were on duty.

The company in its contention quoted figures to show that the two railway telegraphers had not been fully employed, and that with the continuing decline in traffic their duties could readily be done by the Communications Department without any increase in staff.

The Board, in a general statement, said the right of management to adjust staff in any office under the agreement to meet work requirements was not questioned; but that if it was desired to remove from the agreement a position on which work remained to be done, negotiations and agreement between the parties were required.

The Board decided that the positions abolished on January 1, 1956, should be re-established not later than April 30, 1959, and dealt with under the foregoing principles. In restoring the positions the parties should confer on the method of filling the re-established positions and decide on the number of employees, if any, to be used in the initial manning of the positions.

To this extent the claim of the employees was sustained.

Case No. 716 (A-360)—*Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of*

Locomotive Firemen and Enginemen concerning the claim of a fireman for 100 miles at yard rates.

A fireman who stood first out at 12 noon on June 29, 1958, was held to man a hostling assignment at 5.00 p.m. In the interval, two assignments were dispatched without a fireman.

The employees contended that according to the rules a fireman first out on the working list has the right to man the assignment first out when it is powered by a locomotive of a type to which firemen are assigned.

The company's contention was that on the afternoon in question there was only one fireman available on the territory list and that it was necessary to provide for the assignment at 5.00 p.m. If there had been other spare firemen, all three jobs could have been covered.

The company argued that the agreement, which provided that firemen would be used on the basis of "first in first out", did not necessarily mean that they would be used in the order in which the locomotives were being operated. It contended that as the fireman had not been deprived of work on the day in question there was no justification for the union's claim for 100 miles for yard shift lost.

The Board decided that the contention of the employees that the fireman should have been called for the first of the three jobs was sustained, subject to the understanding that where insufficient firemen are available to man all jobs they may be held to protect passenger trains or steam power when necessarily operated. It directed the parties to confer as to a reasonable limit of time within which such firemen may be held, and that, if they failed to agree, the question might be again referred to the Board. As no loss of earnings had been shown for the fireman, the claim for compensation was denied.

Number of U.S. Rail Workers Decline by Third in 10 Years

The average number of employees working on Class 1 railways in the United States dropped by well over a third during the ten-year period, 1948 to 1958. In 1958 there were 840,575 employees, compared with 1,326,906 ten years earlier.

In 1949 the number of railway employees declined to 1,191,444 but rose again in the next two years, the Korean War period, to 1,220,784 in 1950 and to 1,276,000 in 1951. However, in 1952 the figure dropped to 1,226,663, beginning a decline that continued through to 1958.

The number of hours paid in 1958 totalled 1,980,583,300 compared with 3,546,211,926 in 1948.

Average straight-time hourly earnings in the ten-year period rose from \$1.37 in 1948 to \$2.61 for 1958.

Average yearly compensation for an employee rose from \$3,594 in 1948 to \$5,865 in 1958 and average weekly compensation went from \$68.75 up to \$112.48.

LABOUR LAW

Workmen's Compensation Legislation, 1959

Six provinces amend Workmen's Compensation Acts in 1959. In three provinces, amendments were of major importance. Considerable number of changes made in respect to benefits, coverage, waiting period, industrial diseases, appeals

Six of the ten provincial Workmen's Compensation Acts were amended in 1959; in British Columbia, Manitoba and Nova Scotia the amendments were of major importance.

In Manitoba and Nova Scotia, the recommendations of Royal Commissions (Hon. W. F. A. Turgeon in Manitoba and Mr. Justice McKinnon in Nova Scotia) were to a large extent incorporated in the amendments adopted. Both Commissions were appointed in 1957, submitted interim reports at the 1958 legislative sessions and completed their inquiries towards the end of 1958. The changes in Saskatchewan resulted from an inquiry into the Act by a Committee of Review, which is appointed every four years.

The year's amendments made a considerable number of changes in the Acts in respect to increased benefits, extended coverage, the waiting period, silicosis and other industrial diseases, appeal procedures in contested medical cases, and other matters.

Compensation for Disability

Increased Benefits

Increased disability benefits were provided in five provinces.

In Nova Scotia, in line with Mr. Justice McKinnon's recommendations, the percentage rate of earnings on which awards for disability are based was raised from 70 to 75 (making a 75-per-cent rate uniform across Canada), and the maximum yearly earnings base for the computation of compensation was increased from \$3,000 to \$3,600.

The ceiling on annual earnings was also increased in Manitoba and British Columbia: from \$3,500 to \$4,500 in Manitoba and from \$4,000 to \$5,000 in British Columbia.

In four provinces—Manitoba, New Brunswick, Nova Scotia and Saskatchewan—a higher minimum weekly payment for temporary total disability was adopted. The increases were as follows:

Manitoba	{	from \$15 to \$25 or earnings,
New Brunswick	}	if less
Nova Scotia:		from \$15 to \$20 or earnings,
		if less
Saskatchewan:		from \$25 to \$30 or earnings,
		if less

In Manitoba and Saskatchewan, the same increases were provided in the minimum weekly payment for permanent total disability. In Manitoba, as recommended by the Turgeon Commission, and in Saskatchewan, the increased minima were made applicable to workmen receiving compensation for past accidents.

Temporary Partial Disability

The British Columbia Act was amended to provide that compensation for temporary partial disability is to be calculated in the same manner as compensation for permanent partial disability, that is, on the basis of the degree of incapacity. A rating schedule of percentages of impairment of earning capacity may be used, and the minimum weekly payment of \$25 or earnings, if less, is applicable, but only to the extent of the partial disability. Formerly, the Act provided for payment of compensation for temporary partial disability on the basis of difference in earnings before and after the accident.

Disability Partly Due to Employment

New provisions were added to the British Columbia and Manitoba Acts which give the Boards authority to apportion the degree of disability due to the employment in cases where disablement may be due in part to other causes or, in British Columbia, to a pre-existing physical condition, and to award compensation accordingly.

The British Columbia provision states that, where injury or disease is in part due to the employment and in part due to causes other than the employment, or where the

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

personal injury aggravates, accelerates or activates a condition existing prior to the injury, compensation is to be allowed for such proportion of the disability as may reasonably be attributed to the personal injury sustained.

The Manitoba Act provides that, where personal injury consists of a disease in part due to the employment and in part due to other causes, the compensation paid is to be proportionate to the part of the personal injury due to the employment.

Lump-Sum Settlements

In another amendment to the Manitoba Act, it was provided that where impairment of earning capacity is less than 10 per cent, a lump-sum settlement of a claim is to be made when requested by the workman, unless the Board considers that it would not be to the workman's advantage. Previously, the wording of the section made it compulsory for the Board to direct that a lump-sum payment be made in all such cases, unless it appeared to the Board that it would not be in the workman's best interests.

Injury outside Scope of Normal Employment

A new section was added to the Manitoba Act to provide for the payment of compensation for an injury sustained by a workman while he is performing work which he is required to do by his employer or supervisor and which is for the personal benefit of the employer or supervisor and outside the scope of the workman's normal employment. In such circumstances, the Act provides, compensation is payable from the Accident Fund as if the accident arose out of and in the course of the workman's regular employment.

Benefit in Fatal Cases

Funeral Expenses

Increases in dependants' allowances were authorized in all the amending Acts.

New Brunswick and Nova Scotia provided higher payments for funeral expenses (an increase from \$200 to \$250 in Nova Scotia and from \$200 to \$300 in New Brunswick), and Saskatchewan provided a new allowance of up to \$50 for a burial plot (as in Manitoba).

Payments to Widow

Five provinces increased the lump sum payable to a widow on the death of her husband, and three increased her monthly pension. The \$90 pension in British Columbia is now the highest payable under any of the provincial Acts.

The increases were as follows:

(a) lump sum

B.C.	from \$100 to \$250
Man.	from \$200 to \$300
N.S.	from \$100 to \$150
P.E.I.	from \$100 to \$200
Sask.	from \$250 to \$300

(b) widow's monthly pension

B.C.	from \$75 to \$90
Man.	from \$65 to \$75
N.S.	from \$50 to \$60

In Saskatchewan, a change was made in the conditions under which compensation may be paid, in the discretion of the Board, to a common law wife with one or more children, making her eligible for benefits if the death of the workman occurred three years or more after the commencement of the common law relationship. Previously, the minimum period of such relationship prescribed by the Act in order to qualify for benefits was five years.

In British Columbia, a common law wife in receipt of compensation was given the same status as a widow in respect to the benefits payable on re-marriage. A widow who re-marries is entitled to receive a sum equal to her monthly payments for two years with a maximum of \$1,500 (formerly \$1,200).

Children's Allowances

The monthly allowance to a dependent child was increased to \$20 in New Brunswick, to \$22.50 in Nova Scotia, and to \$35 in British Columbia and Manitoba (from \$12, \$20, \$25 and \$25, respectively).

In accordance with the new scales of benefit in Nova Scotia, the maximum monthly allowance which may be paid to a widow with children is now \$172.50, instead of \$150. This maximum represents, as before, the widow's allowance and payment for five dependent children.

In Saskatchewan, two changes were made in the minimum amounts which the Act provides for the protection of the family of the low-paid wage-earner. Under that Act, the total award to the dependants of a deceased workman (exclusive of burial expenses) may not exceed the workman's average monthly earnings, subject, however, to the payment of certain minimum amounts. These amounts are \$75 a month to a widow; \$100 to a widow with one child; \$125 (formerly \$115) to a widow with two children and \$15 (formerly \$10) for each additional child.

For orphan children, monthly allowances of \$40 in New Brunswick and British Columbia and of \$45 in Manitoba were provided for. The amounts formerly payable were \$25, \$30 and \$35, respectively. In Saskatchewan, provision is now made for

the Board in its discretion to pay a lump sum not exceeding \$50 to each orphan child under 16 to meet expenses arising out of the death of the parent.

Extended Educational Benefits

A further change in Saskatchewan is that the Board is now permitted, in cases where it considers it desirable that a child should continue his education, to make compensation payments to the age of 19. Formerly, payments might not be continued beyond the age of 18. This is the case in the other provinces.

Dependants Other than Widow and Children

For dependants other than widow and children the maximum monthly allowance in British Columbia was raised from \$75 to \$90. As in other provinces, the Board has discretion to award to such dependants a reasonable sum in proportion to the financial loss sustained, subject to the maximum provided.

Dependants Residing outside Canada

Under the British Columbia Act, dependants residing outside of Canada may be awarded compensation on a lesser scale than that provided for in the Act if, in the Board's opinion, they can be maintained on a smaller sum in the same degree of comfort as dependants residing in Canada. Amendments to this section stipulated that the sum to be awarded is that which the Board considers would *at the date of death* maintain the dependants in the same degree of comfort as dependants of the same class in Canada, and that, should such dependants later come to live in Canada, they should be paid compensation on the scale provided for dependants resident in Canada at the time of the workman's death.

Effective Dates

Increases in benefits in New Brunswick are effective from January 1, 1960. In Manitoba, Nova Scotia and Saskatchewan, increases in compensation to widows and children were made retroactive in effect so as to apply to existing pensioners as well as new ones. In Nova Scotia, as recommended by the McKinnon Commission, the costs of paying the increases to present pensioners were made payable from the Consolidated Revenue Fund.

Extended Coverage

A considerable number of additional industries were brought under the British Columbia, Manitoba and Nova Scotia Acts, and in Prince Edward Island the Board was given authority to bring any industry under the Act by regulation. In New Brunswick travelling salesmen, and in Manitoba clerical workers not exposed to the hazards of the

industry, were brought within the scope of the Act. These groups were previously excluded unless an application for coverage was made by the employer.

The new industries covered in Manitoba (from January 1, 1960) were retail stores, hospitals and nursing homes, hotels, restaurants and privately-owned radio stations.

Wider coverage of civil servants and municipal employees was also provided for in Manitoba.

Part I of the Manitoba Act previously applied to any employment by or under the Crown in right of the Province of Manitoba to which Part I would apply *if the employer were a private person*. Part I now applies to any employment by or under the Crown in right of the Province. "The Crown" does not include an agency of the Government (boards, commissions, etc.) but an agency may apply for coverage under the elective provisions of the Act.

With respect to municipalities, school boards and commissions and the Greater Winnipeg Water District, compensation was similarly restricted to employment which would have been covered by Part I if carried on by a private employer. This restriction was also removed, with the result that any work carried on by a municipal corporation or any of the above-mentioned bodies is now within the scope of the Act.

Waiting Period

In British Columbia, Manitoba and Nova Scotia, changes were made with respect to the "waiting period", the statutory minimum period of time during which a workman must be disabled from earning full wages in order to qualify for compensation. The waiting period does not restrict the right of the workman to medical aid.

In Nova Scotia, the waiting period was reduced from five to four days. In British Columbia, the former provision requiring a workman to be disabled for more than six days in order to be entitled to compensation for the first three days of his disability was struck out. Compensation is now payable from the date of the accident for any disability which lasts longer than three days.

The Manitoba Act was amended to provide for a waiting period of one day, as in the Acts of Alberta and Saskatchewan. No compensation is payable for the day on which an accident occurs, but if the worker is disabled for any longer time compensation is payable from and including the day after the accident. Previously, a worker in Manitoba received no compensation for the first three days of his disability unless he was disabled longer than seven days.

Definition of Accident

The British Columbia and Manitoba Legislatures adopted a broader definition of the word "accident", the effect of which is to give the Boards greater scope in allowing claims for compensation. Both Acts previously contained the definition common to most of the provincial statutes, that is, a wilful and intentional act, not being the act of the workman, and a fortuitous event occasioned by a physical or natural cause.

Besides changing "fortuitous" to "chance", the British Columbia Legislature added to the above definition the words "as well as disablement arising out of and in the course of the employment and, where the disablement is caused by disease, the date of the accident shall be deemed to be the date of the disablement". The revised definition is now the same as that in the Alberta Act.

In the Manitoba Act, as revised, "accident" means a chance event occasioned by a physical or natural cause and is defined to include (1) a wilful and intentional act that is not the act of the workman; and (2) any event arising out of, and in the course of, employment, or thing that is done and the doing of which arises out of, and in the course of, employment; and (3) conditions in a place where an industrial process, trade or occupation is carried on that occasion a disease; and as a result of which a workman is disabled.

The Act also provides that, where disablement is caused by an industrial disease, the date of the beginning of the disablement is to be deemed the date of the accident.

These amendments extending the meaning of the word "accident" make it possible for the Board to allow a claim for disablement which can be shown to have arisen over a period of time by reason of the nature of the work which a workman is called upon to do as well as for injury caused by a specific accident. They also permit the Board to pay compensation for any industrial disease that can be shown to have been contracted by reason of the nature of a workman's employment.

Industrial Diseases

In line with the new interpretations of the word "accident", which includes in British Columbia disablement caused by disease and in Manitoba conditions giving rise to an industrial disease, amendments were made to the sections of the Acts dealing with compensation for industrial diseases.

The amendments in British Columbia provide, in effect, for blanket coverage of industrial diseases. The Board is now permitted, as in Alberta, to award compensation for any disease that can be shown to

have been due to the nature of a workman's employment. "Industrial disease", which formerly was limited to diseases set out in the Schedule or added to the Schedule by Board regulation, may henceforth include any disease recognized by the Board as being peculiar to or characteristic of a particular process, trade or occupation.

In Manitoba, the Schedule of industrial diseases and the provisions of the Act which set forth the conditions under which compensation was payable for industrial diseases (the first five subsections of Section 79) were repealed as unnecessary. Previously, "industrial disease" was defined to mean any of the diseases listed in the Schedule and any other disease peculiar to or characteristic of a particular process, trade or occupation. That is, the Board had authority to pay compensation for any disease not listed in the Schedule which it considered to be due to the nature of the employment. "Industrial disease" now covers any disease which, in the judgment of the Board, is peculiar to or characteristic of an industrial process, trade or occupation, without reference to a schedule of diseases.

In Saskatchewan, the requirement that a workman whose disability or death was caused by an industrial disease due to the nature of his employment must have been engaged in the employment within the 12 months preceding his disablement was removed. Thus workers disabled by industrial disease (those set out in the Schedule or declared to be an industrial disease by regulation) are now entitled to compensation no matter when disablement occurs. (The same requirement was contained in the repealed Manitoba provisions, noted

Conditions in the Saskatchewan Act for the payment of compensation for silicosis were also relaxed. In order to be entitled to compensation a workman must now have been exposed to silica dust in his employment in the province for periods totalling at least three years. Formerly, a period of exposure of at least five years was required.

In British Columbia, the difficulties in diagnosing, and establishing a claim for, silicosis were reflected in changes in the definition of the disease. The requirement that a diagnosis of silicosis had to be established by X-ray was removed. Further, a workman disabled by the disease must now show merely a "lessened" rather than a "substantially lessened" capacity for work.

A reference to specific X-ray appearance was also deleted from the section of the Act dealing with medical examinations. Under the former provision, the Board had authority to require an employer to have his employees medically examined at his

own expense at least once a year "when an industrial disease is of such a nature that its presence is evidenced by specific X-ray appearance". Medical examinations may now be ordered by the Board in any industry in which an industrial disease has been shown to exist, the examinations to be given within a month after a workman enters employment and at such intervals thereafter as the Board may direct. Presently, pre-employment and annual X-ray and medical examinations are required for workmen in metalliferous mines, asbestos mines and rock tunnelling operations.

In Nova Scotia, a new disease—coal miners' pneumoconiosis—caused by inhaled coal dust combined with tuberculosis of the lung was added to the Schedule of industrial diseases. Compensation for the disease was made payable on substantially the same conditions as for silicosis. Following the recommendation of Mr. Justice McKinnon, the Legislature provided that costs of claims made before January 1, 1959, for disability from the disease should be paid from the Consolidated Revenue Fund.

New provisions concerning silicosis and coal miners' pneumoconiosis were enacted, giving effect to the recommendations of the McKinnon Report. These provide that a workman resident in the province who is disabled by either disease and the dependants of a workman whose death is caused by either disease are entitled to compensation as if the disease were a personal injury by accident.

Where a workman has been exposed to silica dust or coal dust in other jurisdictions as well as in Nova Scotia, he or his dependants are entitled to full benefits under the Nova Scotia Act if (a) he was a Nova Scotia resident during the three years preceding death or disablement (a basic requirement for the acceptance of any silicosis or pneumoconiosis claim under the Act) and (b) if at least 50 per cent of his exposure to the dust was in an industry under the Nova Scotia Act. Should he receive compensation in another jurisdiction, his Nova Scotia award must be reduced by that amount.

Subject to the same residence requirement, where more than 50 per cent of the exposure has been outside the province, benefits are proportionate to the period of exposure in the province in relation to the total period of exposure.

Formerly, to be eligible for compensation for silicosis, a workman was required to have been exposed to silica dust in Nova Scotia industry for periods totalling "at least five years" preceding disablement, and, if he had been exposed to silica dust else-

where than in the province, the compensation payable was in proportion to the period of exposure in the province.

As recommended by Mr. Justice McKinnon, the time within which a claim for compensation for silicosis or pneumoconiosis may be made was extended from three to five years after termination of employment, and it was further provided that a claim must be made within one year after death or disability has been determined to be due to either disease.

Several of the recommendations of the McKinnon Report are to be implemented by regulations of the Workmen's Compensation Board. The Legislature authorized the Board to make regulations, subject to the approval of the Lieutenant-Governor in Council, providing for:

(a) periodic X-ray examinations of workmen exposed to silica dust or coal dust (the cost to be borne by the Accident Fund or the Consolidated Revenue Fund or in part by each), the issue of certificates of fitness to such workmen, and the variation or limitation of a workman's rights to compensation upon his entering, continuing or resuming employment after such an examination;

(b) the appointment of a medical board to advise the Board regarding silicosis and pneumoconiosis claims; and

(c) the carrying on of research into the causes of, and the detection, prevention and treatment of, these two diseases.

Appeal Procedure in Medical Disputes

In Saskatchewan, a workman who requests reconsideration of his claim on medical grounds was given the right to be examined again by a specialist of his own choice, and in British Columbia a somewhat different medical appeal procedure was provided for: the setting up of a three-member Medical Review Panel instead of an examination by one specialist.

The Saskatchewan provision requires the Board to prepare a list of three specialists in the particular class of injury or ailment concerned and the workman to choose one of the three to examine him. After receiving the specialist's report, the Board is required to review the claim and give the workman written notice of its decision. Time limits are laid down for the appeal procedure.

Under the new procedure in British Columbia, a review may be requested by either employer or workman. One member of a Medical Review Panel is to be selected by the workman and one by his employer from a list of specialists prepared by a Government-appointed medical committee.

A Chairman of Medical Review Panels appointed by the Lieutenant-Governor in Council will constitute the third member and chairman of each Panel. The certificate of the Panel is to be conclusive and binding on the Board and not subject to court review.

In either province a request for a review is to be accompanied by a doctor's certificate stating that, in his opinion, there is a *bona fide* medical question to be determined and defining the matter at issue. Costs of the examination are payable from the Accident Fund as part of the administrative expenses of the Board.

Notice of the appointment of a Chairman of Medical Review Panels and of the members of the Medical Committee recently appeared in the British Columbia *Gazette*.

Medical Aid

The section of the British Columbia Act empowering the Board to replace and repair artificial appliances, eye-glasses and dentures broken as a result of an industrial accident was amended to confine the cases where breakage must be accompanied by objective signs of personal injury to those involving the breakage of eye-glasses and dentures.

Rehabilitation

In Nova Scotia, as recommended by the McKinnon Report, the former limit of \$20,000 per year on Board expenditures for rehabilitation services was removed. As in several other provinces (Alberta, British Columbia and Saskatchewan), the amount to be spent for rehabilitation purposes is now left to the discretion of the Board.

A change from "and" to "or" in the comparable section of the British Columbia Act makes it clear that the Board may provide rehabilitation services in order to aid in getting injured workmen back to work *or* to assist in lessening or removing any handicap resulting from their injuries. The wording of this section in most of the provincial Acts is "to aid in getting injured workmen back to work *and* to assist in lessening or removing any handicap resulting from their injuries".

Extension of Time-Limits

The Manitoba Board was empowered to extend any time-limit set by the Act or regulations where, in its opinion, an injustice would result unless an extension of time were granted. The Turgeon Report observed that the strict limitations imposed by the Act sometimes resulted in undeserved hardship and that several applications for relief had had to be made to the Legislature. For this reason it recommended that

the Board should be given power to deal with cases of this kind as they arise.

Second Injury Fund

The Nova Scotia Board was empowered, in line with a recommendation of the McKinnon Report, to establish a second injury fund. The purpose of such a fund is to relieve employers in a class of the total cost of a second accident occurring to a workman who had suffered a disability in previous employment, and the total effect of two successive injuries may be permanent total disability. The second injury fund ensures that the employee receives full disability benefits and the employers in the class are reimbursed for a portion of the cost.

Accidents Occurring outside Province

The provisions of the Manitoba Act setting out the conditions under which a workman is eligible for compensation for an accident occurring outside the province were altered to clarify the intent of the section by providing that compensation is payable only if the workman is not entitled to claim compensation under the law of the place where the accident occurred.

Further, the wording of the section was changed from "when . . . he is without Manitoba merely for some casual or incidental purpose connected with his employment" to "while the workman is temporarily engaged outside the province on the business of the employer". In such circumstances the workman is entitled to compensation if his residence and usual place of employment and the employer's place of business are in the province.

Minor amendments were also made to the comparable sections of the British Columbia Act. These now provide that compensation is payable for an accident that occurs outside the province if a place of business (formerly, the place or chief place of business) of the employer and the residence and usual place of employment of the workman are in the province and employment outside the province has lasted less than six months.

The same conditions are laid down for the payment of compensation with respect to an accident occurring outside the province in employment on a boat, railway, aircraft, truck or bus which is performed within and outside the province. The amendments substituted "a place" for "the place or chief place" of business of the employer, and inserted the same condition as in the general provision noted above: that the residence and usual place of employment of the workman must be in the province.

Third Party Actions

An amendment was made to the section of the Manitoba Act which provides for third party actions. This section provides that, if a workman is injured in the course of his employment in circumstances which entitle him to an action against some person other than his employer, he may elect to claim compensation or bring an action against the third party. If he brings an action and the award is less than compensation benefits would have been, he may recover the difference from the Board. If he claims compensation, any right of action which he may have against the third party is vested in the Board.

The amendment makes it clear that the only rights of action vested in the Board are those in respect of personal injuries. In a case where a workman was driving a motor vehicle and was not only injured himself but damage was done to the vehicle, the rights of action vested in the Board would be only those in respect of personal injuries and would not include those in respect of the vehicle.

A further amendment, having specific application to government employees or employees of a government board or commission, provides that, where a government employee claims compensation and his rights of action are vested in the Board, the Government or agency may maintain an action against the third party, either separately or jointly with the Board action, in respect of the amount of any salary, benefit or gratuity which it has provided to the workman.

Penalties

In British Columbia, the maximum penalty that the Board may now provide by regulation for contravention of any of its Accident Prevention Regulations is \$500. The maximum penalty formerly prescribed by the Act was \$300.

A change was also made in the maximum amount that the Board may collect from an employer in a case where an accident is considered to be due entirely to his negligence or failure to comply with the regulations, and he is as a result made liable for all or part of the compensation cost. This maximum was raised from \$300 to \$1,000.

Action Prohibited against Board Member

Appeals to the courts from decisions of the Workmen's Compensation Board are prohibited except in New Brunswick, Nova Scotia and Prince Edward Island, where

the Acts allow appeals to the Supreme Court of the Province, with permission of a judge of that Court, on questions of law or jurisdiction.

An amendment to the relevant section of the British Columbia Act prohibits the bringing of an action against any member of the Board "in respect of any act, omission or decision done or made in the *bona fide* belief that the same was within the jurisdiction of the Board".

Fishing and Dredging Industries

In Nova Scotia, amendments designed to provide greater protection for workmen in the fishing and dredging industries were made to Part III of the Act. In these industries the employer is liable for the payment of compensation and must carry insurance to cover his liability. Claims are adjudicated by a County Court Judge. When the Judge makes an award of compensation, the owner or insurance carrier is required to deposit the capitalized value of the award with the Workmen's Compensation Board, which thereafter administers the payments. In its study of Part III, the McKinnon Commission found that benefits were in several respects below the level of those provided in the industries to which Part I of the Act applies.

The amendments increased the benefits payable under Part III by the addition of (1) burial expenses as under Part I (currently up to \$250) and (2) extended educational benefits, as under Part I, to enable a child to continue his education to the age of 18 years.

Widows and children receiving compensation under Part III on April 1, 1959, were made eligible for the increases in monthly payments provided for in Part I (from \$50 to \$60 for a widow and from \$20 to \$22.50 for a child under 16). As with the increases to existing pensioners under Part I, the Legislature provided that costs were to be paid from the Consolidated Revenue Fund.

Additional protection was also provided through (1) the fixing of a higher limit of liability, \$200,000 instead of \$50,000 per vessel, for claims arising out of any one accident and (2) the removal of the former \$1,200 limit on the earnings of sharesmen deemed to be wages for compensation purposes. As a result, fishermen and dredgermen are now entitled to compensation under the same conditions as workmen in industry generally, i.e., on the basis of their actual earnings, with a maximum of \$3,600 a year, subject, however, to the total of \$200,000 in respect of any one vessel.

Legal Decisions Affecting Labour

Quebec and New Brunswick courts find picketing illegal and issue restraining orders. In New Brunswick case, court awards damages to company being picketed

In Quebec, the Superior Court restrained picketing of a retail store on the ground that the picketing interfered with freedom of commerce and contractual relations and the store was not directly involved in a labour dispute.

Picketing for the purpose of requiring a construction company to recognize and deal with a group of unions was enjoined by the Supreme Court of New Brunswick, and damages were awarded to the company for loss sustained in the resulting work stoppage.

Quebec Superior Court...

... grants interim injunction prohibiting picketing that was being used to enforce a secondary boycott

On July 11, 1958, Mr. Justice Côté of the Superior Court in Montreal granted an interim injunction prohibiting picketing of a men's wear shop by the members of the Amalgamated Clothing Workers of America. The Court ruled that picketing of an establishment as a reprisal because of the refusal to cease business relations with a manufacturing company with which the union had a labour dispute was contrary to freedom of commerce and therefore had to be discontinued.

The establishment picketed was Sauvé Frères Limited, a retail store in Montreal dealing in men's and boys' wear. About 10 per cent of the suits sold by this firm come from the Montreal manufacturing company, Hyde Park Clothes Limited.

On March 17, 1958, the Amalgamated Clothing Workers of America brought on a strike among the employees of Hyde Park Clothes Limited, and on April 30, started picketing the establishment of Sauvé Frères Limited. The pickets, consisting of two men (later of one man) were carrying placards with the following inscription:

Help me to recover my employment.

Don't buy Hyde Park clothes sold here.

Labour dispute. Amalgamated Clothing Workers of America.

The union was not certified as a bargaining agent nor did it have a collective agreement in respect of the employees either of the manufacturing company or the retail store.

Before picketing started, the union tried to secure the co-operation of Sauvé Frères Limited for the success of the strike by asking that company to send to Hyde Park Clothes Limited a letter prepared by the union by which Sauvé Frères would end their business relations with Hyde Park

Clothes Limited and, in particular, would dissolve recent contracts for supplying merchandise for the autumn. This pressure was accompanied by a threat of reprisals if the company refused the union request; these reprisals would consist in establishing a picket line in front of the store and in other kinds of annoyance. The company, while sympathizing with the strikers, refused to accede to the union's request.

The picketing that followed was peaceful, but it and the wording of the placard induced the general public, and the store's customers in particular, to believe that a labour dispute existed in the Sauvé Frères establishment. The company suffered damages by the reduced volume of business while the picketing lasted, and its reputation as employer and merchant suffered as well.

The judge noted that the jurisdiction of the union in question, according to its constitution, covers the trade and the industry of making clothes, and that, as a matter of fact, the union had not as yet organized any local among retail trade employees in Canada. He noted further that there was neither common financial interest nor administrative control of any kind between Hyde Park Clothes Limited and the plaintiff company; both firms are distinct and independent legal entities except for the contractual relations which may from time to time bring them closer together for a specific commercial purpose.

Sauvé Frères asked the court to order the union, by way of interim injunction, to cease picketing, the use of placards, the distribution of letters, pamphlets or circulars, and all intimidation directed against the company and its customers, direct or indirect, in connection with the carrying on of its business, as well as in connection with the exercise of its contractual relations.

In the opinion of the Court, the picketing in question, although carried out in a peaceful way, would not have taken place if Sauvé Frères had submitted to the union's demand by putting an end to its contractual relations with Hyde Park Clothes Limited. Picketing in question was primarily the result of putting into effect the threat which accompanied the original demand made by the union. The result was that the primary aim pursued by the union in maintaining the picket line was to interfere directly in the contractual relations between the two companies by forcing the plaintiff company to cease their relations.

In those circumstances, the Court had serious doubt whether it was possible to apply in this case a principle put forward by counsel for the union, and which had been previously applied in two decisions of the courts of appeal of the New York State (*Goldfinger v. Feentuck* (1938) N.E.R. (2d) 910) and of New Jersey State, namely: "It must be concluded as a matter of law that defendants may follow the non-union goods and seek by peaceful picketing to persuade the consuming public to refrain from purchasing the non-union product."

Further, Mr. Justice Côté added that the union's activities directed against Sauvé Frères in order to promote settlement of their dispute with Hyde Park Clothes Limited presented a situation which the Canadian Courts had not yet thoroughly considered. In an interim judgment rendered in *Verdun Printing and Publishing Inc. v. Union Internationale des Clicheurs et Electrotypographes de Montréal, Local 33*, (1957) C.S. 204 (L.G. 1957, p. 986), Mr. Justice Deslauriers, in circumstances similar to the case at bar, reached the conclusion that activities were being pursued with the aim of injuring a person by forcing other persons to do injury to that person, that this was the essence of a secondary boycott, and that such activities were wrong and could not be sanctioned by the courts. That conclusion was favorably commented on by Me. M. L. Beaulieu [(1958) R. du B. 161].

Mr. Justice Côté reached the conclusion that the plaintiff company had established its right to freedom in its commercial activities, a freedom which was interfered with by picketing organized by the union; and that the interim injunction was a proper remedy pending the final judgment.

The Court accordingly granted an interim injunction prohibiting picketing of the Sauvé Frères store. *Sauvé Frères Limited v. Amalgamated Clothing Workers of America et autres*, R.J. (1959) C.S. Nos. 5 et 6, p. 341.

Supreme Court of New Brunswick...

... enjoins picketing in support of an illegal strike and awards damages to company picketed

On March 18, 1959, Mr. Justice Ritchie of the Supreme Court of New Brunswick, in a dispute involving a construction company in Saint John and several building trade unions, held that any form of picketing in furtherance of an unlawful strike is itself unlawful.

The Court dismissed the submission that picketing, being the expression of the right of free speech and free expression to obtain and communicate information, is not unlawful and should not be restrained even

when there is an unlawful strike under the Labour Relations Act. The Court held that the purpose of the picketing was not to obtain or communicate information but to circumvent the Labour Relations Act. The inducing and persuading of employees not to report for work was a tortious interference with the contractual relations between the company and its employees and its client. Therefore, the illegal attempts of the union to be recognized by the company resulted in losses to the company for which the company was entitled to damages and an injunction restraining further interference with company's business.

As reported in the reasons for judgment, the following were the circumstances of the dispute.

Acme Construction Co. Ltd. of Saint John, the plaintiff, is a general contractor and a member of the Saint John Builders Exchange, an employers' organization which negotiates and enters into collective agreements with the unions representing the trades employed by its members in the Saint John area.

In July 1958, the Acme Company was engaged under a contract in the construction of a new wing of the Saint John General Hospital. It also was engaged in the construction of a Customs House in Saint John, under a contract with the Department of Public Works of Canada.

On July 11, two members of the negotiating committee of the Builders Exchange met by appointment a group of trade union organizers representing the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America; the International Hod Carriers', Building and Common Labourers' Union of America; and the International Union of Operating Engineers. The purpose of the meeting was to discuss a proposal that the exchange enter into collective agreements with the three unions.

A spokesman for the union group delivered an ultimatum to the effect that they were either going to secure a group agreement or attack the exchange members one by one and whip them into line or put them out of business.

On July 17, another meeting took place at which the union representatives were told the Exchange would not negotiate further until the unions (a) obtained certification as bargaining agents under the Labour Relations Act; and (b) submitted their demands in writing.

No written submission was delivered by the unions nor was any application for certification made to the Labour Relations Board. When a few days later the Exchange

was requested to arrange another meeting, this request was declined until the conditions stipulated by the Exchange had been fulfilled.

On July 21, a representative of the Hod Carriers sought an appointment with the president of the Acme Company to discuss the terms of the agreement, but he was told that all negotiations must be conducted through the Exchange.

When the supervisory staff of the Acme Company arrived at the Customs House job on July 22, they found pickets patrolling the site and carrying signs reading, "Labourers on Strike Against Acme Construction Company".

As the other employees of the company and the employees of the subcontractors refused to cross the picket line, there was a complete stoppage of work. No notification or warning of an intention to strike had been given to the plaintiff company.

About ten o'clock the same morning pickets were posted at the hospital. Next day, because of the picket line, the work at the hospital ceased entirely.

Acme Company had a contract with the Mississquoi Company of Phillipsburg, Que., for the delivery of building stone to the Customs House. The stone was being delivered by Smith Transport. When, on the day following commencement of the strike, two or three loads of stone arrived, Smith Transport refused to deliver the stone to the job because of the pickets.

On July 28, 1958, the company commenced the court action, seeking a declaration that the strike was illegal, an injunction against picketing, and damages. The next day, an *ex parte* injunction restraining all picketing was granted. Following service of the injunction order, the picketing ceased and work on both jobs was resumed forthwith. The work stoppage at the Customs House lasted six days; at the hospital, five days. Later, the interlocutory injunction was extended until the trial of the action.

In its statement of claim at the trial, the company alleged, *inter alia*, that the defendant members of the unions unlawfully threatened or prevented workmen and employees of the company from proceeding to their various jobs; unlawfully caused and procured breaches of contracts between the company and its employees; conspired and combined to procure, cause and induce the employees of the company or its subcontractors to break their contracts of employment with the company or its subcontractors; by wrongfully threatening the company's servants, suppliers or subcontractors with violence and loss, induced,

coerced and procured them from delivering building stone and tile to the company.

The company asked the court for a declaration that the strike that began July 22, 1958 was illegal and contrary to the provisions of the Labour Relations Act, and the defendant members of the unions were illegally operating and directing pickets preventing the company and its employees from carrying on their contracts of employment. Further the company asked for an injunction and damages.

Counsel representing the defendant union members argued, *inter alia*, that the defendants were exercising their rights of free speech and free expression to obtain and communicate information and no court should deprive a citizen of this basic fundamental right; exercising one's right of free speech and free expression is not unlawful and should not be restrained even when there is an unlawful strike under the Labour Relations Act; the Labour Relations Act has not abridged or taken away, nor could it take away, the right of a citizen to obtain and communicate information by exercising his right of free speech and free expression. The only binding decision in New Brunswick whatever on picketing is the *Aristocratic* case which permits free speech and free expression; the Labour Relations Act should not be interpreted to prevent collective agreements in seasonal and construction work; the predominant purpose of the defendants was the legitimate promotion of their wages and working conditions, and the means employed for such promotion, being neither criminal nor tortious, the picketing and the results thereof were not unlawful; the Labour Relations Act does not create a new tort or a new nuisance restrainable by injunction and when a strike contravenes a statutory provision of the Labour Relations Act, the first remedy must be a prosecution under the statutory provisions of the Act; Section 6 of the Labour Relations Act permits the whole common law field of union activity outside the Act when a trade union chooses to proceed without certification; the court may restrain only unlawful acts and only as far as they are unlawful; on a question of civil rights, free speech and free expression, the court should not legislate by injunction, which power lies solely with the Legislature and Parliament, and then only by express statutory authority; injunctions should never be granted to restrain isolated tort; and, the court should not interfere with the individual's freedom of choice, his right to work or not to work, to walk past an information picket or to refuse to walk past an information picket.

Further, counsel for the unions submitted that the court should not interfere as "the right to picket" is a difficult and important question of law; and picketing in support of an unlawful strike is not also unlawful unless there is a conspiracy among all the employees not to cross the picket line and so refrain from work.

Dealing with the submissions made on behalf of the defendant members of the unions, Mr. Justice Ritchie reached the conclusion that in the case at bar the picketing was in no way an exercise of free speech or free expression. Its primary purpose was not to obtain or communicate information from or to anyone.

The submission that the Labour Relations Act should not be interpreted so as to prevent collective agreements in seasonal and construction work, he understood as meaning that the Act does not apply to bargaining on behalf of seasonal employees as by the time certification of a bargaining agent can be obtained the seasonal employment is over. In his opinion, trade union activity in New Brunswick in respect of all collective bargaining within provincial jurisdiction is subject to the provisions of the Labour Relations Act. The Act is effective in all seasons of the year and applies to all employees and to all trade unions within provincial jurisdiction. The submission, he added, even if sound, would have no application to the circumstances of the case at bar. Work on the two jobs affected by the strike continued through the winter of 1958-59 and was still in progress at the time of the trial in March.

In Mr. Justice Ritchie's opinion there was no evidence to support the submission that the predominant purpose of the defendants was the "promotion of their wages and working conditions" because no demands had been made on the company in respect of either the wages or the working conditions of the labourers. On the other hand, he found evidence of intimidation. In his opinion intimidation can be employed on a picket line without use of threatening words or gestures. For instance, photographing those who cross a picket line can amount to intimidation. He found that implied threats were directed at two truck drivers and one of them, in the face of the pressure brought on him, decided not to cross the picket line and, unquestionably, was under a real apprehension.

The picketing was embarked on with full knowledge on the part of those directing it that, due to union loyalty or a desire to observe union rules and regulations, there is reluctance on the part of trade union members to cross a picket line. In the

view of the court the predominant purpose of those who promoted the strike, and were directing the picketing, was not to obtain or communicate information from or to anyone but to circumvent the Labour Relations Act and bring about a cessation of work, notwithstanding the right of employees who wish to proceed to their places of employment unmolested whether a strike is in progress or not and whether a picket line has been established or not. The picketers were the means by which the stoppage of work was to be attained and thereby recognition of the union compelled or the company put out of business.

Referring to *Fokuhl v. Raymond* (1949) 4 D.L.R. 145 (Ont. C.A.) and quoting from Lord Justice Jenkins in *D.C. Thompson & Co. Ltd. v. Deakin et al*, (1952) 2 All. E.R. 361 (C.A.), Mr. Justice Ritchie held that in the absence of sufficient justification, interference with contractual relations recognized by law is a violation of a legal right. Also he was of the opinion that four ingredients necessary to constitute the actionable wrong of causing or procuring a breach of contract, as enunciated by Lord Justice Jenkins in the *Thompson* case, were present in the circumstances which surrounded the picketing of the two jobs. Those four ingredients are:

1. The defendant union members knew of the existence of the contracts of the plaintiff company to build the Customs House and the new wing to the General Hospital and of the contractual relations between the plaintiff company and its employees and the subcontractors;
2. The picketers definitely and unequivocally persuaded, induced or procured the employees concerned to break their contracts of employment with the intent to stop all work on the two building projects;
3. The employees so persuaded, induced or procured did in fact break their contracts of employment; and
4. Breach of the building contracts (the interference caused delay) ensued as a necessary consequence of the breaches by the employees concerned of their contracts of employment.

In the opinion of the court, the complete cessation of work on the two contracts was the direct result the union organizers and the picketers intended the picketing to procure. Further, the court added that the inducing and persuading of the employees not to report at their places of employment was a tortious interference on the part of the defendant union members with the contractual relations between the plaintiff company and its employees and also with

the contractual relations between the company and the Government of Canada and the Hospital Board. In addition, the picketing unlawfully interfered with and delayed performance of contracts calling for delivery of building tile and building stone to the company.

Turning to another aspect of the dispute, Mr. Justice Ritchie stated that the purpose of the Labour Relations Act is to establish a code of procedure for orderly collective bargaining and to delay strikes until such procedure has been complied with. He rejected the union's submission that Section 6 of the Act is support for the contention that the provisions of the Act dealing with the procedure of certification had no application in the circumstances of the dispute. Sections 6, 20, 22 and 23 of the Act must be read together. Section 22(1) provides that no employees in a unit shall strike until a bargaining agent has become entitled on behalf of the unit to require their employer to commence collective bargaining and other provisions have been complied with. Section 23 states that a trade union not entitled to bargain collectively on behalf of a unit of employees shall not declare or authorize a strike of employees in that unit.

Referring to *Crofter Hand Woven Harris Tweed Co. v. Veitch* (1942) 1 All. E.R. 142 (H. of L.), Mr. Justice Ritchie stated that trade union officers, organizers or members, on the pretext of advancing the interests of the trade union members, cannot lawfully, by picketing or by other means, bring external pressure to bear on the employees of an employer or on persons doing business with him for the purpose of so injuring his business that he will be compelled either to abandon his rights under the Labour Relations Act, waive certification, recognize the union and negotiate a collective agreement, or be driven out of business. Those who embark on such an undertaking engage in an unlawful combination.

An employer may voluntarily waive certification under the Labour Relations Act and enter into a collective agreement with a trade union representing a bargaining unit of his employees. But, an uncertified trade union cannot compel an employer to recognize it before it has complied with all the requirements of the Act. That was exactly the objective which the defendant members of the union undertook to achieve by means of the strike they persuaded the labourers employed by the company to engage in.

If, after compliance with the procedure set out in the Labour Relations Act, a strike is called, its predominant purpose must be assumed to be the furtherance of the legitimate interests of the employees engaged in the strike and not to damage the interests of the employer. Then, such a strike is lawful. Picketing may be used as a means of effectuating the purpose of a lawful strike provided:

(a) its predominant purpose is the lawful promotion of the lawful interests of those engaged in the strike;

(b) it does not go beyond obtaining or communicating information or peaceful persuasion by the force of a rational appeal; and

(c) no tortious acts are committed.

If these provisions are observed, neither the picketing nor those directing them will as a rule incur any liability because of a refusal to cross the picket line by anyone not participating in the strike.

Mr. Justice Ritchie stated that no strike of employees engaged upon or in connection with the operation of any work, undertaking or business that is within provincial authority is lawful in the absence of prior compliance with the provisions of the Labour Relations Act. Construction of the hospital wing and Customs House, the sites of picketing in the case at bar, were works within that authority. The strike led by the defendant members of the unions did contravene the provisions of the Act and so was an unlawful undertaking. The picketing could not be divorced from the strike. Any form of picketing in furtherance of an unlawful strike is itself unlawful.

Mr. Justice Ritchie then dealt with the problem of damages. He found that as a result of the stoppage of its contract work, injury was inflicted on the company. The fact that the unlawful acts which caused the work stoppage violated the provisions of the Criminal Code and/or Labour Relations Act did not mean that the company had no right of action to enjoin them and recover damages.

Counsel for the union members submitted that, if the court found any aspect of picketing should be restrained, the restraining order should permit "lawful picketing". In support of that submission *Aristocratic Restaurants v. Williams* (1951) S.C.R. 762 (L.G. 1951, p. 1553) was cited.

In Mr. Justice Ritchie's opinion, the facts proved in the *Aristocratic Restaurants* case have little, if any, similarity to those in the case at bar. While the issue of whether the picketing amounted to a nuisance was involved in the *Aristocratic* case, the deci-

sion was based mainly on Sections 3 and 4 of the Trade-unions Act then in force in British Columbia. Five of the seven judges of the Supreme Court of Canada held the picketing was permissible under Section 3. Mr. Justice Rand further held the actions of the picketers were protected also by Section 4. He expressly held any common law civil liability had been removed by the two sections.

The B.C. Trade-unions Act was unique in Canada. It relieved trade unions and their members from liability in damages or to an injunction for communicating facts or for, by lawful acts, persuading persons to leave their employment or to boycott an employer's products. The Act was repealed in 1959 and replaced by a new Act which does not include the provisions of Sections 3 and 4.

Apart from the legislation peculiar to British Columbia, Mr. Justice Ritchie added, the *Aristocratic* case is not relevant to the circumstances involving picketing in support of an unlawful strike.

In conclusion, the Court held that as both the strike and picketing were unlawful, the company was entitled to an injunction restraining picketing of any nature whatsoever. It also was entitled to damages in respect of the unlawfully procured work stoppage and the consequent delay in completion of the contracts.

The injunction order that followed restrained picketing, interfering with or photographing the employees, suppliers and other persons with whom the company might have business relations, inducing breaches of contract between the company and other persons or corporations, or otherwise interfering with any contractual relations of the company.

The court assessed the company's damages at \$6,344.22, to be paid by the defendant members of the unions who were found participating or engaging in the unlawful strike or in the picketing in support thereof. *Acme Construction Co. Ltd., and Merloni et al*, C.C.H. Canadian Labour Law Reporter, p. 11,665.

Engineering and Scientific Manpower

(Continued from page 908)

The highest paid scientists were also found to be in industry, the second highest in government service, and the lowest paid in educational establishments. Salaries in industry ranged from \$6,200 to \$13,000, in government employment from \$5,000 to \$9,000 (in a few cases), while universities and schools paid from \$3,600 to \$8,600.

Both engineers and scientists engaged in administrative, management and executive work were the highest paid. For engineers, teaching, instruction, and extension work were usually the lowest paid duties; and testing, inspection and laboratory services were the next lowest. For scientists, all these latter functions were low paid.

Distribution by Employer

In 1957 a large proportion, 70 per cent, of scientific and technical professionals were employed in industry; 14 per cent were employed by the federal Government. The remainder were mainly employed by other governments and by universities.

In most professions the recent graduates were concentrated more heavily in industry than were those with more than 10 years

of working experience. On the other hand, a greater proportion of the older persons were employed in universities and in provincial and municipal governments.

The report states that the proportion of scientific and technical professionals with postgraduate education is higher in universities and the federal Government than in industry. Of the engineers with only bachelor's degrees, 84 per cent were employed in industry, compared with only 63 per cent of those with doctor's degrees.

"In both engineering and science a slightly larger proportion with master's than with doctor's degrees work for the federal Government," the report points out.

Women in the Professions

"According to the results of this survey, women represented a very small proportion, only 2 per cent, of all those in scientific and technical professions. The proportion of women, however, was much higher in the scientific than in the engineering fields, 5 per cent compared to a fraction of 1 per cent respectively," the report says.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

At June 30, claimants for benefit totalled 220,500, a drop of 21 per cent from previous month, statistics* show. Total of initial and renewal claims during month, 107,100, was 20 per cent lower than in May, 31 per cent below June 1958

Claimants† for unemployment insurance benefit numbered 220,500 on June 30, a decline of 21 per cent from May 29. On June 30, 1958, claimants totalled 445,500 but of these, 131,900 were on seasonal benefit; there were 313,600 on regular benefit. The seasonal benefit period this year ended on May 16; in 1958 it was extended to the end of June.

The number of initial and renewal claims for benefit in June was 107,100. This represented a decline of 20 per cent from May and 31 per cent from June 1958. Initial claims numbering 63,900 were 27 per cent fewer than in May and 30 per cent below those of June 1958. The number of renewal claims in June was only 9 per cent less than in May but 34 per cent under last year's total for June.

The number of male claimants declined by 28 per cent during the month, while female claimants on June 30 were only 6 per cent fewer than on May 29. Males thus constituted a smaller proportion (62 per cent) of the total at the end of June than at the end of the previous month (68 per cent). On June 30, 1958, male claimants amounted to 71 per cent of the total.‡

The estimate of the average weekly number of beneficiaries was 197,000 for June, 485,800 for May, and 425,100 for June 1958.

The average weekly benefit payment was \$20.95 in June, \$20.81 in May, and \$20.72 in June 1958.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

‡Of the 131,900 seasonal benefit claimants included in the total on June 30, 1958, males constituted 73 per cent.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

June show that insurance books or contribution cards have been issued to 4,088,527 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1959.

At June 30 employers registered numbered 319,076, an increase of 1,222 since May 31.

Enforcement Statistics

During June 1959 investigations conducted by enforcement officers across Canada numbered 6,918. Of these, 4,659 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 160 were miscellaneous investigations. The remaining 2,099 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 229 cases, 83 against employers and 146 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,599.*

Unemployment Insurance Fund

Revenue in June totalled \$19,406,132.90 compared with \$18,831,693.78 in May and \$19,427,334.68 in June 1958. Benefits paid in June totalled \$18,101,353.40 compared with \$40,446,281.55 in May and \$36,962,856.91 in June 1958. The balance in the fund on June 30 was \$434,152,690.64; on May 31 it was \$432,847,911.14 and on June 30, 1958, \$644,520,634.54.

*These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1642, June 11, 1959

Summary of the Main Facts: The claimant, married, 32 years of age, who is registered for employment as a labourer, filed an initial application for benefit on December 2, 1958. He had worked for the Abitibi Pulp and Paper Company, Sturgeon Falls, Ont., from 1953 to November 29, 1958, when he was laid off from his employment as a second press helper because of repairs to the platewood and hardboard mills. The claim was allowed.

The claimant was recalled to work by the said employer and worked two days, December 8, and 9, 1958, helping with the repairs but was unable to continue due to an injury (two broken ribs) which he sustained while working at home on the night of December 9.

In a written statement to the local office, the claimant said that because of his injury he would not be able to return to his regular job until December 29, 1958. Commenting on the matter, the local office stated that the claimant could perform certain types of light work. The claimant also submitted a medical certificate dated December 10, 1958, to the effect that from the latter date onward he was unable to do some light work.

The insurance officer disqualified the claimant from receipt of benefit from December 11, 1958, because, in his opinion, the claimant's availability was too limited in scope and duration to meet the requirements of the Act (section 54 (2) (a)).

The claimant appealed to a board of referees and with his appeal enclosed an additional medical certificate, which was to the same effect as the previous one. He also stated in part: "... I do not know when I will be able to go back to work as the doctor said it would take quite a while before they (the broken ribs) are mended. It is not that I do not want to work. If I was able I would gladly work ..."

An official of the local office commented that the claimant was very depressed over his loss of income and that because of his serious financial position he did not know which way to turn. "He thinks the only way he can draw (benefit) is by saying he cannot work." The official added that after seeing the claimant four or five times and interviewing him at length on two occasions he was of the opinion that he was able to do "lighter work". He was of the opinion

also that the claimant would have a fair chance of obtaining work if it were not "for the acute scarcity of any kind of work". Notwithstanding this, the insurance officer decided that the disqualification should remain in effect in view of the Umpire's decision CUB-1218.

The claimant and his representative appeared before a board of referees in North Bay, Ontario, on January 28, 1959. During the course of the hearing the claimant informed the board "that work would have been continuous from 8 December 1958 on had the injury not occurred on the night of 9 December 1958". The board by a unanimous decision dismissed the appeal. The board suggested, however, that the appeal should have been considered under section 66 of the Act rather than section 54 (2) (a) as it would appear the claimant lost his employment by reason of injury sustained off the job.

Local 71 of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, of which the claimant is a member, appealed to the Umpire, and its President, in his submission dated March 4, 1959, stated in part:

... He was called back to work December 8 for work he did not necessarily have to accept, being other than his regular work and duties. These were considered heavy in view of claimant's weight and physical appearance.

During the week commencing November 30, 1958 and ending December 6, 1958, (the claimant) did not work and therefore served his waiting period in full. In respect to this, would he not be entitled to sick benefit? having served his waiting period. In my opinion, this man was a victim of circumstances. Since the day (December 8) his claim went into pay, he accepted other temporary work other than his own in good faith, not knowing it later would disqualify him...

On March 23, 1959, the Chief of the Claims Division of the Commission produced a brief of observations which reads in part:

We submit that the appeal should be dismissed whether considered under Section 54 (2) (a) or Section 66. Under Section 54 (2) (a), the claimant's availability is too limited in scope and duration to meet the requirements of the Act (CUBs 1218, 1323). Under Section 66, the claimant is subject to disqualification as he had ceased to work due to his injury.

Considerations and Conclusions: Section 66 of the Act provides in effect that any insured person who has become entitled to receive benefit and subsequently, while he otherwise continues to be so entitled,

becomes incapable of work by reason of illness, injury or quarantine, is exempted from the obligation to prove that he is capable of work within the meaning of section 54 (2) (a), unless he has lost his employment or has ceased to work by reason of such illness, injury or quarantine.

In the present case, the record shows that the injury which the claimant sustained on December 9, 1958, did not render him incapable of work. There is medical proof that he could perform certain types of light work notwithstanding his injury and this has been confirmed by an officer of the local office after he had seen the claimant four or five times and had interviewed him "at length" on two occasions. Consequently, section 66 does not apply in the present case (CUB-1607) and the insurance officer rightly considered that the point at issue was whether the claimant had discharged the onus of proving that he was available for work.

In this connection, there is proof that it would take 'quite a while' before the claimant would be able again to resume his regular work. This and the fact, as stated above, that the claimant could perform certain types of light work would appear to be sufficient to set aside the reasons given by the insurance officer for having imposed a disqualification under section 54 (2) (a), namely, that the claimant's availability was too limited "in scope and duration" to meet the requirements of the Act. Moreover, the claimant reported regularly and, although he considered himself unable to perform his regular employment, he indicated that he was willing to work and the officer of the local office stated in effect that he would have had "fair chances" of obtaining light work but for the "acute scarcity of any kind of work". As I stated in previous decisions, *inter alia*, CUBs 1462 and 1483, the fact that vacancies seldom occur in the occupations which a claimant is willing to accept is not a good reason for finding that he is not available for work.

I consequently decide to allow the union's appeal.

Decision CUB-1658, July 21, 1959

Summary of the Main Facts: The claimant filed an initial application for benefit on May 5, 1958, and stated that he had worked as a sampleman for the Electro Metal Company, Welland, Ont., from June 1947 to April 30, 1958, when he was laid off because of lack of work. After a brief period of sickness, he renewed

his application on June 16, 1958, and was paid benefit at the rate of \$30 a week thereafter.

On October 3, 1958, the claimant made the following statement at the local office of the Unemployment Insurance Commission:

I was called to work for the Brewers Retail Store in Welland on July 25/58 and worked 2 days—Friday and Saturday. The following week I worked four days and I worked 2 days in the week commencing 3 Aug/58. My last day worked was Aug. 6/58 and I was told by my boss that my services were no longer needed and was laid off on Aug. 6. I was only working there as a casual worker—My employer was calling me whenever he needed me. I am available for full-time work at any time.

(The records show that the claimant had reported his earnings in the required manner in respect of the work which he had performed for the employer mentioned in the above statement.)

As a stoppage of work due to a labour dispute had taken place on August 7, 1958, at the premises at which the claimant had worked between July 25 and August 6, 1958, the insurance officer disqualified him under section 63 of the Act for the duration of the stoppage, *viz.*, from August 7 to September 25, 1958.

According to the information which was before the insurance officer, the bargaining agreement between the Brewers' Warehousing Company Limited (which was the claimant's employer during the period in question) and the International Union of the United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America had expired on March 31, 1958, and negotiations between the two parties for a renewal of the agreement failed to effect a settlement. On August 7, 1958, the Union called a strike of its members throughout the province of Ontario and a complete stoppage of work ensued in all the employer's premises. In Welland, the stoppage took effect on August 7, 1958.

Although the present claimant was not a member of the Union, under the bargaining agreement a 4-cent-an-hour deduction was made from his wages for union dues. Temporary employees in which category the claimant apparently came were covered by the old bargaining agreement and also by the new bargaining agreement and their conditions of work were covered in these agreements. In view of this, the insurance officer considered that the claimant was directly interested in the labour dispute.

The claimant appealed to a board of referees on October 9, 1958, mainly on the grounds that he had been laid off from his employment on August 6, 1958, because his services were no longer required and, in support of this contention, he submitted a written statement from his foreman, dated October 3, 1958. He requested that his appeal be heard separately as it was different from some of the others to be heard.

The board of referees which heard the case in Toronto on October 16, 1958, rendered its decision on October 28, 1958. The claimant and his representative, Mr. R. Russell, of the United Electrical, Radio and Machine Workers of America, were present at the hearing. Those who attended also were officials of the Brewers' Warehousing Company Limited. The board, by a unanimous decision, dismissed the appeal and in so doing found (a) that the claimant had lost his employment by reason of a stoppage of work due to a labour dispute at the premises at which he had been employed and (b) that he had not proved that he was not participating in, financing or directly interested in the labour dispute that had caused the stoppage of work. In this connection the board said it was supported by the Umpire's decision CUB-1131 and "further by evidence produced which shows that the rates for 'temporary' employees received considerable benefit in each group of temporary employees at the time the strike was settled on September 26, 1958". The board further found that the claimant belonged to a grade or class of workers that immediately before the commencement of the stoppage included members who were employed at the premises at which the stoppage took place and were participating in, financing or directly interested in the dispute.

The claimant protested in effect that, as the above-mentioned board of referees had been dealing with a number of other appeals on the same day arising out of the same labour dispute, it had not given sufficient weight to the factors that distinguished his appeal from the others. In view of this feeling, the case was reheard by the same board of referees on February 12, 1959.

Appearing in the records at the rehearing by the board of referees was a letter dated January 23, 1959, which the manager of the Industrial Relations of the Brewers' Warehousing Company Limited had written to the Regional Claims Officer of the Unemployment Insurance Commission in

Toronto in reply to the latter's request of December 17, 1958, for further information. The letter reads in part:

We have now received information from our district and local Manager concerning this case. Prior to the strike, (the claimant) was employed in the following manner:

Week ending July 26	—11½ hours
" " August 2—36	"
" " " 9—16	"

After the strike, he was hired on the following basis:

September 26—10	hours
" 27—8	"
" 29—9	"
" 30—10½	"
October 1—8	"
" 6—8	"

Our local management has reported on this matter in the following manner:

(The claimant) was hired by the day as a casual employee and used on peak days. There was no stipulated specific period that he was to be employed, nor was there any pre-determined date of discharge set by the manager or any other authorized person, such as the foreman. (The claimant) was notified on August 6, the day prior to the strike, by (his) foreman, that he would not be required the following day. After the strike, (the claimant) asked (his foreman) for a notice of lay-off, which he received. It would appear that this was done innocently; however, I am informed that the manager would not have given (the claimant) this written notice.

At the rehearing, Mr. E. Breen, Business Agent, United Electrical, Radio and Machine Workers of America, stated that the claimant was unable to attend because he had obtained employment "elsewhere" and contended in effect that the foreman's written statement that the claimant had been laid off for lack of work was a genuine statement and that the fact it had been obtained after the strike was no reason for doubting its accuracy as it was on October 3 only that the local office had questioned the claimant's eligibility for benefit subsequent to August 6, 1958. He added:

Is this board going as far as to say that the foreman did it deliberately to assist (the claimant?...) I don't think that any foreman would put himself in a position of giving a letter of that nature unless it actually took place that he was laid off... The other casual employees were not questioning it because they were automatically suspended, but here was a man who came up and said "I was laid off—how do I stand" and he was laid off... I think the board has to give a great deal of consideration as to what actually happened before the strike. Everybody knew it was coming on, so what did they do in that particular case, they went out and hired extra people for a purpose—to stock up the hotels... The only reason he was recalled was, after the strike had ended, all the hotels and so on down the line were out of beer and he was taken on for a few days.

Mr. J. E. Halloren, one of the two representatives of the employer at the hearing, was questioned by the chairman of the board of referees as follows:

Q—Is it the practice, Mr. Halloren, where casual employees are involved, to give them a written separation each time they may be finished for a week?

A—At the request of the employee.

Q—You only supplied this evidence at the request of the employee concerned and it was done considerably after the strike was settled?

A—Yes.

The board of referees, by a unanimous decision, again dismissed the claimant's appeal.

On March 9, 1959, the United Electrical, Radio and Machine Workers of America, of which the claimant is a member, appealed to the Umpire. In addition the union requested an oral hearing before the Umpire, which was held in Toronto on June 24, 1959. The claimant, who was present, was represented by Messrs. R. Russell and E. Breen of the aforementioned Union. The Unemployment Insurance Commission was represented by F. G. Power, an officer of its Legal Branch.

Considerations and Conclusions: The record shows that the claimant, while temporarily unemployed in his own trade, obtained a few days' casual employment in an entirely different occupation, under such conditions and circumstances and for such periods of time as would indicate that the employer's sole purpose in hiring him was to relieve peak loads created by an impending general stoppage of work. This view is supported not only by the foreman's certificate of separation, which I have no reason whatsoever to question, but also by the fact of an identical short period of work by the claimant with the same employer following the end of the stoppage.

For the above reasons, I consider that the claimant did not lose his employment by reason of a stoppage of work due to a labour dispute but rather the contrary: he obtained his employment for this reason and only for the interval before the stoppage. Accordingly, it cannot be said the claimant was employed at the struck employer's premises the day the stoppage occurred, *viz.*, August 7, 1958, and that he came within the purview of section 63 of the Act.

My decision is to allow the union's appeal.

Japan's Automatic Annual Wage Boosts Said Threat to Foreign Markets

Correspondence in *The Japan Times*, English-language newspaper published in Tokyo, has warned that the traditional Japanese practice of giving automatic yearly wage increases, based not on merit but solely on length of service, will price Japanese goods out of foreign markets within a decade.

The writer whose article started the discussion said that "other countries have long ago adopted more rational wage structures". He thought that Japan would be obliged to do so also if she was to preserve her international trade.

A writer who took up the discussion agreed that "a Japanese worker doing exactly the same job for 30 years may see his wages double or even triple in the course of that period". He asked whether Japanese enterprises could stand the pressure of rising labour costs.

This writer argued that "the retirement age, which is usually 55 in this country, assures that the automatic annual wage raise will not push up the wage level without end." He also pointed out that labour turnover due to retirement of older workers and hiring of young ones had an equalizing effect on wage costs for large firms; "smaller firms hiring only a few workers do not

bother much about this automatic wage raise."

The automatic pay increase is not a privilege won by the labour movement, he said. It was practised before the war, and it is "consonant with the traditional family-centred Japanese morality of parental love and filial piety," which teaches young workers to be content with their low wages until they become bread-winners.

The strong union pressure for uniform wage increases, however, is making the automatic wage increase more and more impractical, the writer admits.

Higher unemployment insurance benefits were provided for in legislation enacted earlier this year in four states in the United States. Twenty states have now increased benefits in 1959.

Connecticut raised its ceiling from \$40 to \$45 a week; Illinois from \$30 to \$32 for claimants without dependents (dependency allowances range from \$5 for a non-working spouse to \$18 for four or more children); Ohio from \$33 to \$42 for a single employee, with dependency allowances of \$5 for the first dependent and \$3 for each of the next two; and Oklahoma from \$28 to \$32.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during July Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 259 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 224 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in July for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	72	\$ 287,181.00
Post Office	15	145,160.49
RCMP	5	142,012.94

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during July

During July the sum of \$1,887.39 was collected from eight contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount has been or will be distributed to the 94 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during July

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Annapolis River N S: Davie Shipbuilding Ltd, supply & installation of gates & gate hoists, Annapolis River Dam. *Fredericton N B:* Diamond Construction (1955) Ltd, paving of road, Research Station. *Sackville N B:* Maritime Steel & Foundries Ltd, supply & installation of gates & gate hoists, Tantramer River Dam. *Delhi Ont:* Lord & Burnham Co Ltd, supply & erection of tobacco greenhouse, Tobacco Sub-Station. *Harrow Ont:* John A Munger & Sons Ltd, construction of Burley tobacco curing barn, Research Station. *Winnipeg Man:* Malcolm Construction Co Ltd, alterations to Rust Research Laboratory, Research Station. *near Altawan Sask:* G A Sullivan & Alberta Drainage Ltd, construction of Altawan Dam & appurtenant works, Lodge Creek. *near Davidson Sask:* K R Tracey Construction & Transport Co Ltd, construction of Davidson storage project. *near Outlook Sask:* Piggott Construction Ltd, construction of stage 2 of main embankment, South Saskatchewan River project.

Atomic Energy of Canada Limited

Chalk River Ont: Foster-Wheeler Ltd, extension to bldg No 145.

Central Mortgage and Housing Corporation

Halifax N S: Banfield & Miles, exterior painting of houses. *Montreal Que:* M J Lalonde Ltd, *recovering kitchen floors & counter tops, Villeray Terrace. *Barriefield Ont:* Fontaine Nursery Farms Ltd, site improvement & planting (DND 8/57). *Oakville Ont:* Rutgers & Vanderdrift, *exterior painting of houses. *Brandon Man:* Joseph Beer, *exterior painting of houses. *Aldergrove B C:* Jensen & Johnsen Ltd, *site improvement & planting (DND 1/58). *Belmont Park B C:* J E Chilcott Construction, site improvement & planting (DND 4/57 & 5/58). *Chilliwack B C:* J H McRae Co Ltd, construction of electrical distribution system for housing units (DND 6/58). *Vancouver B C:* R H Nevin Co Ltd, exterior painting of housing units, Fraserview (DND 6/49).

Department of Citizenship and Immigration

Kenora Indian Agency Ont: Clow Darling Plumbing & Heating Co Ltd, replacement of school heating system & boiler plant equipment including structural alterations, Cecilia Jeffrey IRS. *Clandeboyne Indian Agency Man:* F W Sawatzky Ltd, construction of four classroom Indian day school with Vocational Training & Assembly Hall, Fort Alexander IRS; F W Sawatzky Ltd, installation of new dishwashing unit, Fort Alexander IRS. *Portage La Prairie Indian Agency Man:* Bird Construction Co Ltd, supply & installation of dishwashing unit, range hood & related work, Portage La Prairie IRS. *The Pas Indian*

Agency Man: John Lesko, construction of playground facilities, Guy IRS. *Athabaska Indian Agency Alta:* St Laurent Construction Ltd, construction of one classroom school & power plant bldg, Fort McKay. *Edmonton Indian Agency Alta:* Armbruster Lumber Co Ltd, construction of house, Stony Plain Indian Reserve. *Lesser Slave Lake Indian Agency Alta:* St Laurent Construction Ltd, installation of panic hardware, exit lights & miscellaneous work, Wabasca IRS. *Saddle Lake Indian Agency Alta:* St Paul Foundry Ltd, construction of additional toilet accommodation, water supply, sewage disposal, etc, at Indian day schools. *Stony-Sarcee Indian Agency Alta:* Engineered Bldgs (Calgary) Ltd, erection of prefabricated two classroom school, Eden Valley Reserve; Engineered Bldgs (Calgary) Ltd, erection of prefabricated two classroom day school, Sunchild Cree Reservation. *Kamloops Indian Agency B C:* Frank Summers & Sons Ltd, redecorating & improvements, Kamloops IRS. *Kootenay Indian Agency B C:* A E Jones Co Ltd, construction of three houses, St Mary's & Casimayook Indian Reserves. *Kwawkwalth Indian Agency B C:* Acme Painters & Decorators, redecorating school, Alert Bay IRS. *Yukon Indian Agency Y T:* Whitehorse Construction, extension to laundry room, Lower Post IRS.

Defence Construction (1951) Limited

Sydney N S: Steen Mechanical Contractors Ltd, installation of steam distribution system, Magazine Area, Point Edward Naval Base. *St Johns Que:* Conniston Construction Co Ltd, grading, seeding & sodding, RCAF Station. *Valcartier Que:* Foster Wheeler Ltd, *supply & installation of coal fired steam generating unit & related equipment. *Trenton Ont:* J Becker Inc, installation of central heating plant & steam distribution system in existing hangar. *Uplands Ont:* Coady Construction Ltd, construction of well pumphouse, RCAF Station; John Bertram & Sons Co Ltd, *installation of settling chamber of High Speed Wind Tunnel, NAE. *Fort Churchill Man:* Foster Wheeler Ltd, *supply & installation of oil fired steam generating unit & related equipment. *Portage La Prairie Man:* W & G Ellwood, construction of control tower, RCAF Station; H G Hay Decorating Co, exterior painting of 43 bldgs, RCAF Station. *Comox B C:* Sorensen Construction Co Ltd, construction of combined mess & exterior services, RCAF Station. *Esquimalt B C:* Farmer Construction Ltd, alterations to Bldg No 28 "Y", HMCS Naden.

Building and Maintenance

McGivney N B: Diamond Construction (1955) Ltd, road divisions & traverses for Magazines 25, 26 & 27, No 32 OAD. *Camp Borden Ont:* W A Moffatt Co, construction of standard open fire escapes, RCAF Station. *Centralia Ont:* C A McDowell & Co, interior & exterior painting of 90 PMQs. *Petawawa Ont:* D M Hawkins Ltd, exterior painting of 27 bldgs. *Rockcliffe Ont:* Metallicrete Floor Co Ltd, repairs to concrete buttons on runways, RCAF Station. *Trenton Ont:* Cardinal Painting & Decorating Co Ltd, exterior painting of hangars Nos 1 to 9, RCAF Station; Beaver Asphalt Paving Co Ltd, paving of aerodrome with slurry seal & runway markings, RCAF Station. *Camp Shilo Man:* Cardinal Painting & Decorating Co Ltd, exterior painting of 149 PMQs. *Haines Junction Y T:* Permasteel Engineering Ltd, supply & erection of prefabricated steel bldg, Mile 1016.

Department of Defence Production

Greenwood N S: Beattie Agencies Ltd, supply & installation of quarterboard underlayment & vinyl asbestos tile on upper floors of Barrack Blocks Nos 3 & 4, RCAF Station. *Nova Scotia:* Maritime Telegraph & Telephone Co Ltd, *maintenance of telephone lines & associated equipment, DND (Navy). *McGivney N B:* Roland Delong, repainting exterior of 9 PMQ's & interior of 14 PMQ's, No 32 OAD. *Farnham Que:* Frost Steel & Wire Co (Quebec) Ltd, supply & erection of watchman fence, Cadet Summer Camp. *Lac St Denis Que:* C H Lane & Fils, *replacement of 35 power poles on electrical distribution system, RCAF Station. *Ste Thérèse Que:* Chas Duranceau Ltd, repaving of streets, No 4 Wks Coy, RCE, Bouchard Detachment; Faro Industries Ltd, supply & installation of 35 Van-Packer chimneys, No 4 Wks Coy, Bouchard Detachment; Harbour Electric Ltd, replacement of 44 poles on power line at Bouchard Detachment. *Camp Petawawa Ont:* Edward Biederman, repainting interior & exterior of Pinecrest School. *Fort William Ont:* Alex Zoldy, demolition of Armouries. *Gloucester Ont:* J G Tompkins & Co, fencing of new DF area, HMCS Gloucester. *Kingston Ont:* McGlynn Bros, exterior painting of Bldg A-26, Bldg B-1, Bldg B-2, Bldg B-4, RCS of S. *Napanee Ont:* Colt Contracting Co Ltd, repair of exterior masonry, Napanee Armoury. *Trenton Ont:* Walker Painting & Decorating Co Ltd, exterior painting of doors & trim on hangars, No 6 Repair Depot, RCAF Station. *Portage La Prairie Man:* H G Hay

Decorating Co, interior repainting of PMQs, RCAF Station. *Rivers Man*: Maple Leaf Construction Ltd, application of hot mix asphalt surface on vehicle parking areas, CJATC; Pue's Interior Furnishings Ltd, laying of battleship linoleum & linoleum felt on upper floors of 51 PMQs, CJATC. *Winnipeg Man*: Claydon Co Ltd, installation of 2 grease interceptors, piping modification & concrete pit, RCAF Station; Norlen Painting & Decorating, exterior painting of various bldgs in LaVerendrye Lines, Fort Osborne Barracks; Aetna Roofing Co Ltd, *repairs to roof of Bldg No 16, Fort Osborne Barracks. *Calgary Alta*: Peerless Rock Products Ltd, hard surfacing of approaches to garages in PMQs, Currie Barracks; Peerless Rock Products Ltd, asphalt repairs & patching of sidewalks, Currie Barracks. *Grande Prairie Alta*: Grande Prairie Iron Works, *fabrication of steel bridge floor beams. *Namao Alta*: Wirtanen Electric Ltd, installation of electrical services, Quadradar Hardstand, RCAF Station, Lancaster Park. *Esquimalt B C*: Hume & Rumble Ltd, installation, repair, testing, etc, of electrical & electronic equipment, etc, Bldg No 92, HMCS *Naden*. *Vancouver B C*: Insul Mastic & Bldg Products Ltd, resurfacing exterior of Bldg No 4, North Jericho; Skyline Roofing Ltd, re-roofing south section, Bldg No 2, Lynn Creek.

National Harbours Board

Halifax N S: Standard Paving Maritime Ltd, paving areas at Ocean Terminals. *Montreal Que*: Greaghan & Archibald Ltd, construction of superstructure covering drift span, section 3 of Champlain Bridge; J D Stirling Ltd, construction of extension to wharf at sections 100 to 101. *Quebec Que*: Dimock Construction Inc, reconstruction of wharf No 19. *Three Rivers Que*: Rosaire Dufresne Inc, supply & placing of fill at Section 20. *Vancouver B C*: Pacific Steel Erectors Ltd, construction of seine sheds, False Creek Fishermen's Terminal.

Department of Public Works

Goose Bay (Happy Valley) Labrador: Henry J Kaiser Co (Canada) Ltd, construction of wharf & shed. *Bay de Verde Nfld*: E J Clarke & Sons Ltd, wharf reconstruction. *Brae Harbour P E I*: Ralph Ford, construction of wharf. *Charlottetown P E I*: Intrusion-Prepakt Ltd, harbour improvements (concrete retaining wall). *Cape Breton Highlands National Park N S*: Tidewater Construction Co Ltd, grading, culverts, retaining walls & base course, Mile 23.5 to Mile 29.5, Cabot Trail. *Cribbins Point N S*: Antigonish Construction Co Ltd, wharf extension. *Florence N S*: Stephens Construction Ltd, construction of Post Office. *Meteghan N S*: Bluerock Construction Ltd, wharf repairs. *Shag Harbour N S*: Shelburne Contracting Ltd, improvements (wharf repair). *Campbellton N B to Cross Point Que*: Canadian Bridge Co Ltd, supply & erection of structural steel for superstructure, Interprovincial Bridge. *Caraquet N B*: Dimock Construction Inc, harbour improvements. *Chance Harbour N B*: Fundy Contractors Ltd, breakwater extension. *Grand Aldouane N B*: Leo LeBlanc, wharf repairs. *Green Point N B*: Comeau & Savoie Construction Ltd, construction of haulout for boat harbour. *Harshman's Brook N B*: Diamond Construction (1955) Ltd, repairs to breakwaters. *St Simon N B*: P F C Construction Co Ltd, wharf repairs. *Baie St Paul Que*: Charles Eugene Tremblay, construction of protection wall. *Barachois de Malbaie Que*: Herbert Girard, placement of backfill. *Beaupre Que*: Construction Orleans Inc, reconstruction of wharf. *Bonaventure East (Le Fils) Que*: A O Ramier, construction of protection wall. *Chicoutimi Que*: Joseph-Aime Simard, construction of RCMP Detachment Quarters. *Ile aux Noix Que*: Henri-Louis Martel, construction of wharf. *Les Ecureuils Que*: Almo Paving Ltd, construction of protection works. *Maria Que*: George K Steele, construction of protection works. *Murdochville Que*: Georges Dube Ltd, construction of Post Office. *Neuville (Pointe aux Trembles) Que*: Laurent Jobin, construction of protection wall. *Pointe au Pic Que*: L'Atelier Mecanique de La Malbaie Enr, repairs to outside corners of wharf. *Pointe Lebel Que*: Manik Construction Co Ltd, construction & repairs of protection wall. *Sacre-Coeur Que*: Gustave Dufour & Edmour Hovington, wharf repairs. *St Augustin (Les Bas) Que*: Rosaire Savard, construction of protection wall. *Goderich Ont*: McKay-Cocker Construction Ltd, construction of federal bldg. *Kitchener Ont*: Harry Wunder Construction Ltd, construction of RCMP Detachment Quarters. *Ottawa Ont*: Leopold Beaudoin Construction Ltd, redecorating, sanding of floors & installation of linoleum in various rooms, No 4 Temporary Bldg; Ted Wojdacki, repairing of entire exterior woodwork & metal work, Lydia & Booth Sts, A Lancot Construction Co Ltd, alterations to Copeland Bldg for Department of National Health & Welfare; M J Sulphur & Sons Ltd, construction of PZT Bldg, Dominion Observatory, CEF; J E Copeland Co Ltd, addition to Applied Chemistry Bldg, National Research Council; A Bruce Benson Ltd,

construction of general service garage for Department of Agriculture, CEF; A Lanctot Construction Co Ltd, construction of pump house, Riverside Drive Development; Sirotek Construction Ltd, completion of lighting, partitioning & repairs, Phase 3, Jackson Bldg. *Port Arthur & Fort William Ont*: Thunder Bay Harbour Improvements Ltd, construction of access roads, bridges & resident engineers' office, Lakehead Harbour Terminal. *Port Bruce Ont*: Detroit River Construction Ltd, breakwater reconstruction. *Port Stanley Ont*: George L Dillon Construction Ltd, repairs to East pier. *Richmond Hill Ont*: Internorth Construction Ltd, construction of federal bldg. *Sault Ste Marie Ont*: Ruliff Grass Construction Co Ltd, wharf repairs. *Winnipegosis Man*: Dauphin Fixtures Ltd, construction of post office bldg. *Banff National Park Alta*: Square M Construction Ltd & Coleman Collieries Ltd, grading, culverts, base course material, Mile 82.3 to Mile 85.8, Banff-Jasper Highway. *Innisfail Alta*: Bird Construction Co Ltd, construction of RCMP Detachment Quarters. *Bella Coola B C*: J H Todd & Sons Ltd, repairs to wharf & loading platform. *Lejac B C*: J H Tarras & W H Ellis (T&E Construction), construction of three bedroom residences, Stuart Lake Agency. *Marchant Road B C*: Victoria Pile Driving Co Ltd, construction of approach & float renewal. *Mill Bay B C*: Fraser River Pile Driving Co Ltd, construction of approach & float renewal. *Nanaimo (Commercial Inlet) B C*: Pacific Pile Driving Co Ltd, float repairs. *Port Hardy B C*: L K Creelman Co Ltd, wharf repairs. *Vancouver B C*: Dawson & Hall Ltd, alterations to 3rd, 4th, 5th & 6th floors, Old Federal Bldg; J H Todd & Sons Ltd, removal of slipway, wharf & decking, Jericho Beach. *Fort Simpson N W T*: Poole Construction Co Ltd, installation of water & sewer services. *Fox (Hall Lake) & Igloolik N W T*: The Tower Co Ltd, addition & alterations to Nursing Station at Fox (Hall Lake) & construction of eight frame bldgs at Igloolik. *Inuvik N W T*: Bird Construction Co Ltd, construction of naval bldgs for Department of National Defence. *Yellowknife N W T*: J B Lunstrom, construction of ramp on wharf.

Contracts Containing the General Fair Wages Clause

Trinity Nfld: Wm A Trask, general alterations, Post Office bldg. *Fishing Cove P E I*: Norman N MacLean, dredging. *Caribou N S*: Diamond Construction (1955) Ltd, dredging. *Central Port Mouton N S*: J P Porter Co Ltd, dredging. *Walton N S*: Ralph & Arthur Parsons, dredging. *Matane Que*: Michaud & Simard, paving of yard, federal bldg. *Montreal Que*: Acme Restaurant Equipment Co, supply & installation of cafeteria equipment, 1631 Delorimier St. *Riviere Blanche Que*: J Emond Dion, dredging. *Barrie Ont*: HesKamp Construction, general alterations, federal bldg. *Hamilton Ont*: Hepperle Electric, improvements to lighting system, public bldg; McNamara Construction Co Ltd, dredging. *Kincardine Ont*: Dean Construction Co, dredging. *Ottawa Ont*: Jas Paterson & Son, ground improvements, old O'Keefe bldg site; Ottawa Boiler & Steel Works, repairs to Central Heating Plant, Cliff St; Rene Cleroux, replacement of air tank, Central Heating Plant, Cliff St; J H Lock & Sons Ltd, repairs to refrigeration boxes, No 8 Temporary Bldg; Ernest Rishworth, glazing of windows, No 8 Temporary Bldg; The B Phillips Co, repairs to smoke stack, Woods-Canadian Bldg; Rene Cleroux, plumbing repairs, Veterans Memorial Bldg; Edge Limited, heating repairs, Veterans Memorial Bldg; Ottawa Boiler & Steel Works, supply & installation of new boilers, Jackson Bldg; Roger E Boivin, general painting, Connaught Bldg; Able Construction Co Ltd, general alterations, British American Bank Note Bldg; John Colford Contracting Co, boiler room repairs, Fuel Testing Laboratory, Booth St; Gendron Plumbing & Heating Co, boiler repairs, Norlite Bldg. *Port Maitland Ont*: Speckert-Morris Ltd, dredging. *Port Rowan Ont*: Cummins Construction Co, dredging. *Wingham Ont*: W G White, repairs to exterior doors, federal bldg; Fred Fowler, exterior repairs, federal bldg. *Winnipeg Man*: Henry J Funk, installation of new partitions, Immigration Bldg. *Regina Sask*: Hipperson Construction Ltd, general alterations, new Post Office bldg. *New Westminster B C*: Star Shipyard (Mercer's) Ltd, installation of new boiler, snagboat *Samson V*. *Vancouver B C*: J Bruno & Son Ltd, repairs to stairs, Begg Bldg.

St. Lawrence Seaway Authority

Lachine Section Que: Locweld & Forge Products, supply & erection of pine handrails—regulating channel works, St Lambert Lock; Atlas Construction Co, construction of mooring facilities for HMM Yacht *Britannia*; Payette Construction, sodding, St Lambert Lock; Bau-Val Construction, construction of roads; Sarnia Scaffolds, supply, erection & dismantling of stands, St Lambert Lock; Carl Mangold Ltd, erection of displays, Royal Visit. *Lachine & Soulanges Sections Que*: Steel Co of Canada, chain link fencing at St Lambert, Cote Ste Catherine & Beauharnois Locks. *Lachine & Soulanges Sections Que*

& *International Rapids Section Ont*: J Lamontagne Ltee, construction of houses for gauging wells at Locks of St Lawrence Seaway. *International Rapids Section Ont*: A Rose & Sons, seeding at Iroquois Lock; Roads Resurfacing, paving of Authority parking lot at Cornwall; Con-Bridge Ltd, construction of substructure, north of Pier 15N, Cornwall North Channel Bridge; Cornwall Gravel Co Ltd, resloping & dressing of spoil pile at Iroquois Lock; C A Pitts, construction of substructure, south abutment to Pier 15N, Cornwall North Channel Bridge. *Welland Section Ont*: J P Porter Co Ltd, supply & operation of dredging plant in Lake Ontario, Port Weller, Welland Ship Canal; Clairson Construction Co Ltd, construction of concrete conduits & miscellaneous grading, Thorold & Merritton.

Department of Transport

Penguin Island West Nfld: J J Hussey Ltd, construction of fog alarm bldg & demolition of old fog alarm bldg. *Puffin Island Nfld*: J J Hussey Ltd, construction of fog alarm bldg. *Beaver Island N S*: Cameron Contracting Ltd, construction of single dwelling. *Halifax N S*: Diamond Construction (1955) Ltd, installation of water supply & sewage disposal facilities at International Airport. *Sydney N S*: Lynk Electric Ltd, construction of lighting facilities at Airport. *Fredericton N B*: Diamond Construction (1955) Ltd, additional development, airport; Hi-Lite Electric Ltd, installation of medium intensity runway lighting, airport. *Saint John N B*: John Flood & Sons Ltd, construction of emergency power house & related work; Stephen Construction Co Ltd, additional development, airport; R A Corbett & Co Ltd, construction of VOR Bldg & related work. *Dorval Que*: Babcock-Wilcox & Goldie-McCulloch Ltd, supply & installation of boilers, Central Heating Plant. *Father Point Que*: Emile St Pierre, construction of access road, etc, Coast Station. *Fort Chimo Que*: H J O'Connell Ltd, additional development, airport. *Montreal Que*: Charles Duranceau Ltd, additional development, airport. *Nitchequon Que*: F Belanger & J L Guerette, construction of balloon inflation shelter. *Seven Islands Que*: Power Installations (Sarnia) Ltd, construction of lighting facilities at airport; Gulf Maritime Construction Ltd, construction of balloon inflation shelter. *Val d'Or Que*: Val d'Or Construction Co Ltd, additional development, airport. *Breslau Ont*: B & B Cable Service Ltd, installation of runway lighting facilities, Waterloo-Wellington Airport. *Red Lake Ont*: Wm Shewchuk, construction of parking apron & taxiway. *Scarborough Ont*: W G Gallagher Construction Ltd, construction of hydrogen generator & balloon filling bldg & alterations to main bldg. *Smiths Falls Ont*: Code Construction Co Ltd, construction of fixed bridge over Rideau River, Abbott St. *North Battleford Sask*: Central Canada Construction Co Ltd, installation of runway & taxi lighting, airport. *Edmonton Alta*: Tallman Construction Co Ltd Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, additional development of International Airport. *Beatton River B C*: Electric Power Equipment Ltd, rebuilding of existing pole line distribution system, street lighting, etc, at airport. *Cape Scott B C*: Turner Contracting Co Ltd, construction of three single dwellings, fog alarm bldg with annex, storage shed with garage, etc. *Kelowna B C*: R E Postill & Sons Ltd, additional development of airport. *Nanaimo B C*: Nummela Construction Co, construction of auxiliary power house. *Penticton B C*: Mid-valley Construction Ltd, additional development at airport. *Fort Smith N W T*: Yukon Construction Co Ltd, supply & erection of prefabricated metal storage bldg & related work. *Aishihik Y T*: McCormick Electric Ltd, construction of M I lighting system on runway 16-34.

Influx of School-Leavers Boosts U.K. Unemployment

The number of unemployed in the United Kingdom rose between July 13 and August 17, but the increase was entirely because of young people who had left school and registered at employment exchanges as a step to obtaining their first jobs.

There were 427,000 registered unemployed on August 17, the Ministry of Labour stated, which was 32,000 higher than the July figure.

Unemployment among adults had fallen by 6,000 but among young people it had risen by 38,000. Expressed as a proportion of the total number of employees, the August figure was 2 per cent—the same as in August 1958.

There have been similar seasonal increases in the number of young people unemployed for some years past, but at the corresponding time last year the number of adult unemployed was also rising. The young people are usually absorbed fairly soon. Last summer, in spite of the difficulties through which industry was passing, the number of juvenile unemployed fell by more than 11,500 within a month.

PRICES AND THE COST OF LIVING

Consumer Price Index, August 1959

The consumer price index (1949=100) rose 0.4 per cent from 125.9 to 126.4 between July and August 1959 to stand a fractional 0.1 per cent above the previous peak of 126.3 in November 1958.*

A seasonal rise of 1.1 per cent in the food index, combined with slight increases in the shelter and other commodities and services indexes, accounted for the increase. The clothing index was unchanged while the household operation index declined fractionally.

The food index increased seasonally from 119.2 to 120.5. Higher prices were reported for eggs, oranges, lettuce, beef, and pork. Price decreases were recorded for most fresh vegetables, particularly potatoes and tomatoes.

The shelter index increased 0.1 per cent from 141.7 to 141.9, with both the rent and home-ownership components contributing.

A rise of 0.3 per cent in the other commodities and services index, from 134.9 to 135.3, reflected small price increases on a fairly wide range of items: gasoline, taxi fares, hospital rates, pharmaceuticals, alcoholic beverages, and personal care items.

The clothing index was unchanged at 109.7, as mid-summer sale prices for women's wear, particularly cotton street dresses, were offset by price increases for shoes, some men's furnishings, and cotton piece goods.

The household operation index declined 0.1 per cent from 122.7 to 122.6 as slightly lower prices resulting from August furniture and floor covering sales more than balanced somewhat higher prices for household utensils and equipment, household supplies and services, and coal.

The index one year earlier (August 1958) was 125.2. Group indexes on that date were: food 122.6, shelter 139.1, clothing 109.6, household operation 120.5, and other commodities and services 130.6.

City Consumer Price Indexes, July 1959

Six of the ten regional consumer price indexes (1949=100) advanced between June and July, with increases ranging from 0.1 per cent in Saint John, Montreal and Saskatoon-Regina to 0.3 per cent in St.

John's. The Winnipeg index remained unchanged; decreases in the remaining three cities ranged from 0.1 per cent in Halifax to 0.3 per cent in Toronto and Vancouver*.

Food indexes rose in six of the ten regional cities, remained unchanged in Saint John, and declined in Halifax, Winnipeg and Vancouver. Egg prices were higher in most cities and potatoes reflected seasonal price increases in all cities except Vancouver. Increased prices were generally apparent in the fruit and vegetable groups, and the other meats, fish and poultry index rose between June and July, largely because of increased lamb prices.

The shelter index remained unchanged in St. John's and Ottawa, increased in six cities and declined in the remaining two. Slight increases in men's wear, women's wear and footwear accounted for advances in the clothing indexes for six of the regional cities. The index remained unchanged in two cities and declined in Calgary-Edmonton and Vancouver. Increases in four regional cities were recorded in the household operation component. A rise in the price of domestic gas was largely responsible for this increase in Calgary-Edmonton. Three cities remained unchanged while three registered slight declines. The other commodities and services component declined in seven of the ten regional cities and remained unchanged in three. Decreases in gasoline and new passenger car prices in Toronto accounted for a 1.8-per-cent decline in the index in that city.

Regional consumer price index point changes between June and July were as follows: Ottawa +0.4 to 126.6; Edmonton-Calgary +0.4 to 122.6; St. John's +0.3 to 115.0†; Saint John +0.1 to 127.0; Montreal +0.1 to 126.2; Saskatoon-Regina +0.1 to 122.7; Toronto -0.4 to 128.1; Vancouver -0.4 to 126.7; Halifax -0.1 to 125.5. Winnipeg remained unchanged at 123.1.

Wholesale Price Index, July 1959

Canada's general wholesale price index (1935-39=100) edged up 0.1 per cent between June and July to 231.0 from 230.7. Last year's July index was 227.3.

* See Table F-1 at back of book.

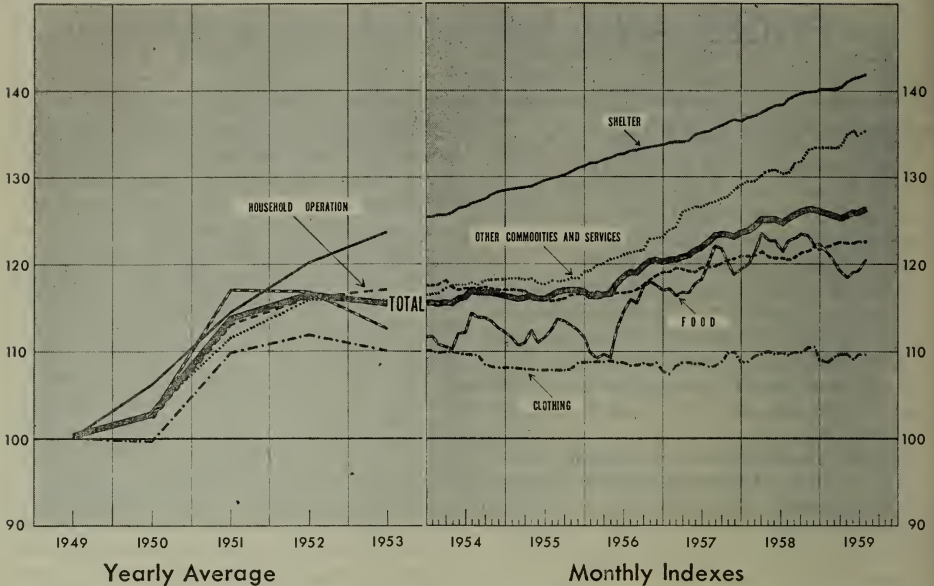
* See Table F-2 at back of book.

† On base June 1951=100.

CONSUMER PRICE INDEX

Index 1949=100

Index 1945=100



Increases during the month in two of the major groups more than counterbalanced decreases in four groups and no change in the remaining two.

The animal products group index recorded the biggest rise in the month, 1.8 per cent, moving the index to 257.1 from 252.6 in June. The non-metallic minerals group index rose 0.4 per cent to 186.0 from 185.3.

The non-ferrous metals group index dropped 1.1 per cent to 172.8 from 174.8, the vegetable products group index fell 0.5 per cent to 199.0 from 200.0, the chemical products group index eased to 187.2 from 187.3 and the textile products group index to 229.8 from 229.9.

The group indexes for wood products and iron products were unchanged from the previous month at 304.6 and 255.8, respectively.

The index of Canadian farm products prices (1935-39=100) between June and July rose from 221.9 to 222.7. The field products index went down from 173.1 to 172.6 while the animal products index increased from 270.6 to 272.8.

The residential building materials price index (1949=100) rose 0.2 per cent between June and July, from 130.5 to 130.7. The non-residential building materials index declined 0.1 per cent, from 131.9 to 131.8.

U.S. Consumer Price Index, July 1959

The United States consumer price index (1947-49=100) rose to a new high for the fourth successive month, advancing 0.3 per cent from 124.5 to 124.9 at mid-July. All major groups contributed to the increase.

In four months the index has risen almost a full point from the 123.7 recorded at mid-March. The July 1958 index was 123.9.

U.K. Index of Retail Prices, June 1959

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose from 109.1 to 109.3 between mid-May and mid-June but was still almost a full point lower than a year earlier, when it stood at 110.2. Until the latest rise, the index had dropped in each month this year from the record 110.4 registered at mid-January. It remained stationary at 110.3 between mid-February and mid-March.

In Australia the award of an arbitration commission has raised the legal minimum wage by 15 shillings to 13 Australian pounds 16 shillings for the standard 40-hour week. Directly or indirectly it will affect about 2,000,000 workers—half the Australian labour force.

The minimum standard is the basis for calculating margins for skill. Actual earnings in industry are estimated at an average of 20 pounds a week.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 131.

Accidents

1. U.S. BUREAU OF LABOR STANDARDS. *The Principles and Techniques of Mechanical Guarding*. Washington, G.P.O., 1959. Pp. 58.

Discusses the principles of mechanical guarding; outlines certain broad principles of mechanical guarding applicable to all guarding situations; and, contains illustrations showing the techniques of mechanical guarding as applied to specific machines.

2. U.S. BUREAU OF LABOR STATISTICS. *Injuries and Accident Causes in the Boilershop-Products Industry*. Washington, G.P.O., 1958. Pp. 64.

"...Some 40 per cent of the injuries... occur in the course of manual handling of materials."

Annual Reports

3. ALBERTA. WORKMEN'S COMPENSATION BOARD. *Forty-First Annual Report for the Year ended December 31, 1958*. Edmonton, 1959. Pp. 36.

4. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Annual Report for the Year ended December 31, 1958*. Victoria, Queen's Printer, 1959. Pp. 104.

5. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Report for 1958*. Winnipeg, 1959. Pp. 30.

6. NEW BRUNSWICK. WORKMEN'S COMPENSATION BOARD. *Fortieth Annual Report, 1958*. St. John, 1959. Pp. 33.

7. NEWFOUNDLAND. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1958*. St. John's, 1959. Pp. 42.

8. NOVA SCOTIA. WORKMEN'S COMPENSATION BOARD. *Report for 1958*. Halifax, Queen's Printer, 1959. Pp. 30.

9. SASKATCHEWAN. WORKMEN'S COMPENSATION BOARD. *Twenty-ninth Annual Report for the Calendar Year 1958*. Regina, Queen's Printer, 1959. Pp. 24.

10. U.S. DEPARTMENT OF LABOR. *Annual Report, 1958*. Washington, G.P.O., 1959. Pp. 268.

Collective Bargaining

11. FORD, PERCY. *The Economics of Collective Bargaining*. Oxford, Basil Blackwell, 1958. Pp. 121.

The material in this book is based on actual cases drawn from British Parliamentary and official inquiries, wage awards, trade union reports, etc.

12. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Preparing for Collective Bargaining*, by James J. Bambrick and Marie P. Dorbandt. New York, 1959. Pp. 160.

Based on information supplied by 239 companies in the U.S. and Canada.

Contents: Management and Union Policies in Collective Bargaining. Arrangements for Bargaining. How Management develops its Demands and Counter-demands. Bargaining on Wages. Internal Financial Data in Bargaining. Fringe Benefits and Collective Bargaining. Information about Unions. Controlling Precedent and Practice in Labor Relations.

Economic Conditions

13. CHAMBER OF COMMERCE OF THE UNITED STATES OF AMERICA. COMMITTEE ON ECONOMIC POLICY. *Economic Lessons of Postwar Recessions*. Washington, 1959. Pp. 31.

14. HOOD, WILLIAM CLARENCE. *Financing of Economic Activity in Canada. Including a Presentation of National Transactions Accounts for Canada, 1946-1954*, by L. M. Read, S. J. Handfield-Jones and F. W. Emmerson. Ottawa, Queen's Printer, 1959. Pp. 700.

A study prepared for the Royal Commission on Canada's Economic Prospects.

Partial Contents: The Capital Market—a Point of View. The National Transactions Accounts. The Financing of Economic Activity in the Post War Period: an Over-all View. Consumer Finance. Business Finance. Life Insurance Companies and Selected Other Financial Intermediaries. The Banking System and the Money Market. The Canadian Capital Market. The National Transactions Accounts for Canada, 1946-1954.

15. MEDLICOTT, WILLIAM NEWTON. *The Economic Blockade*. London, HMSO, and Longmans Green, 1952-1959. 2 volumes.

Published in the series: History of the Second World War: United Kingdom Civil Series.

"The subject of the two volumes is the attempt to deprive the Axis of aid to its war economy from neutral sources. This effect took many forms, including... the prevention of the export of goods for Axis consignees from neutral countries outside Europe, contraband control, and diplomatic pressure on the European states adjacent to Germany and Italy."

16. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *Ten Years of Economic Co-operation in Europe*. Paris, 1959. Pp. 133.

Consists of speeches, addresses and statements made or published by statesmen from member countries of the OEEC to commemorate the tenth anniversary of the founding of the Organization for European Economic Co-operation.

17. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Economic Survey of Europe in 1958; including the Relationship Between Economic Expansion and Balances of Payments in Western European Countries and Consumption Trends and Structures in Europe*. Geneva, 1959. 1 volume (various pagings).

18. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *January 1959 Economic Report of the President. Hearings before the Joint Economic Committee, Congress of the United States, Eighty-sixth Congress, First Session, pursuant to Sec. 5(a) of Public Law 304 (79th Congress)*. Washington, G.P.O., 1959. Pp. 787.

Hearings held January 27 to February 10, 1959.

Employees—Training

19. BRITISH IRON AND STEEL FEDERATION. *Training for Sales. Tenth Training Conference held at Ashorne Hill, 16-18 July, 1958*. London, 1958. Pp. 37.

20. MOSCROP, MARTHA. *In-Service Training for Social Agency Practice*. Toronto, University of Toronto Press, 1958. Pp. 245.

Describes a plan developed in British Columbia for training social workers on the job.

Fringe Benefits

21. ALBERTA. BUREAU OF STATISTICS. *Section 1. Survey of Fringe Benefits—Alberta 1957—Fringe Benefits as Percent of Total Payroll and Cents per Payroll Hour by Type of Firm. Section 2. Survey of Working Conditions and Benefits—Alberta, 1 May 1958—Hours worked and Policy for Vacations, Sick Pay, Retirement and Benefit Plans*. Edmonton, 1958. Pp. 36.

22. INDUSTRIAL RELATIONS COUNSELORS SERVICE. *Fringe Benefit Costs in Canada, 1957*. Toronto, 1958. Pp. 46.

A survey of 108 companies having a total of 537,653 employees. Includes the following types of benefits: "paid vacations, paid holidays, other paid time off (for family deaths, jury duty, etc.), pension plans, welfare plans (group life, medical, sick pay, etc.), severance and termination plans, savings and thrift plans, non-cash benefits other than pension and welfare plans (free lodging, recreational projects, etc.), unemployment insurance, workmen's compensation, and, old age security."

23. KINGSTON, ONT. QUEEN'S UNIVERSITY. DEPARTMENT OF INDUSTRIAL RELATIONS. *Certain Fringe Benefits in Canadian Industry*, by James C. Cameron and F. J. L. Young. Kingston, 1959. Pp. 46.

Contents: Group Life Insurance. Shift Bonuses and Premium for Saturday and Sunday Work. Vacations with Pay. Reporting Time. Call-in Pay. Jury Duty Pay. Injury on the Job and Make-up Pay for Workmen's Compensation Cases. Bereavement Pay. Payment of Union Bargaining Committees.

24. WISTERT, FRANCIS M. *Fringe Benefits*. New York, Reinhold Pub. Corp., 1959. Pp. 155.

Some of the fringe benefits discussed are vacations and holidays, pension plans, group insurance, guaranteed annual wage, and supplemental unemployment benefits.

Industrial Relations

25. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Power in Industrial Relations, its Use and Abuse; Proceedings of the Spring Meeting, St. Louis, Missouri, May 2-3, 1958*. [Madison? 1958]. Pp. 617-715.

Partial Contents: Power and the Pattern of Union Government, by Jack Barbash. Union Traditions and Membership Apathy, by Bernard Karsh. Management looks at Power Factors in Collective Bargaining, by Harry H. Rains. Union-Management Power Relations in the Chemical Industry: the Economic Setting, by Arnold R. Weber. Pattern Bargaining by the United Automobile Workers, by Harold M. Levinson. The Impact of Unionism on Wages in the Men's Clothing Industry, 1911-1956, by Elton Rayack. The NLRB and Arbitration: Conflicting or Compatible Currents, by Bernard Samoff. Noneconomic Factors in Collective Bargaining, by William H. Knowles. Public Policy toward Trade Unions: Anti-monopoly Laws, by Earl F. Cheit.

26. MCGILL UNIVERSITY, MONTREAL. INDUSTRIAL RELATIONS CENTRE. *Labour Relations Trends, Retrospect and Prospect. Tenth Annual Conference, September 11 and 12, 1958*. [Montreal, 1958?] Pp. 102.

Contents: Major issues in Union-Management Relations, by H. D. Woods and A. Bromke. Legal Issues in Labour Relations: Some Problems of Arbitration, by Bora Laskin. Industrial Relations in the United States: Past and Future, by Frederick Harbison. Retrospect and Prospect in Labour Relations, by William J. Smith. Some Reflections on the Industrial Relations Scene, by Edward Benson. Some International Aspects of Labour Relations, by Robert Cox.

27. MICHIGAN. UNIVERSITY. BUREAU OF INDUSTRIAL RELATIONS. *Addresses on Industrial Relations. 1958 Series*. Ann Arbor, 1958. 1 volume (various pagings).

Of the 15 papers, the first five deal with the responsibilities, qualifications, organization, motivation and development of managers; one concerns the skill which a supervisor or manager must exercise in dealing with his subordinates; four papers discuss the selection, training and motivation of supervisors; another paper outlines means of increasing job satisfaction for white-collar workers; and, the remaining papers deal with management's

responsibilities in collective bargaining, the gains of labour unions in the last few years, current trends in the labour movement, and the McClellan Committee hearings.

28. QUEBEC (CITY). UNIVERSITE LAVAL. DEPARTEMENT DES RELATIONS INDUSTRIELLES. *Le règlement des conflits d'intérêts en relations du travail dans la Province de Québec*, par Gérard Dion [et al.] Quebec, Les Presses universitaires Laval, 1958. Pp. 201.

Report of the Thirteenth Congrès des relations industrielles held in Quebec City, May 5-6, 1958.

Deals with the subject of conflict in collective bargaining.

Industry—Location

The following six reports were published by the Alberta Industrial Development Branch in Edmonton in 1958 and 1959.

29. Survey of Claresholm. Rev. 1958. Pp. 17.

30. Survey of Coleman. Rev. 1958. Pp. 12.

31. Survey of High Prairie. Rev. 1958. Pp. 16.

32. Survey of Lloydminster. Pp. 16.

33. Survey of Pincher Creek. Rev. 1959. Pp. 18.

34. Survey of Vulcan. Pp. 12.

Labour Bureaus

35. HAYTHORNE, GEORGE VICKERS. *The Canadian Department of Labour; Address to the National Conference for Chamber of Commerce Executives, McMaster University, Hamilton, June 19, 1958*. Ottawa, Dept. of Labour, 1958. Pp. 23.

36. U.S. CONGRESS. HOUSE. COMMITTEE ON APPROPRIATIONS. *Departments of Labor, and Health, Education, and Welfare Appropriations for 1959: Department of Labor, Federal Mediation and Conciliation Service, Interstate Commission on the Potomac River Basin, National Labor Relations Board, National Mediation Board, National Railroad Adjustment Board, Railroad Retirement Board, United States Soldiers' Home. Hearings before the Subcommittee of the Committee on Appropriations, House of Representatives, Eighty-fifth Congress, Second Session*. Washington, G.P.O., 1958. Pp. 390.

Labour Organization

37. INTERNATIONAL LABOUR OFFICE. *Freedom of Association and the Protection of the Right to organize; a Workers' Education Manual*. Geneva, 1959. Pp. 157.

Gives a brief outline of the history of freedom of association and the right to organize and describes the situation in the world today.

38. INTERNATIONAL LABOUR OFFICE. *Trade Union Rights in Hungary. Documents relating to the Case concerning Hungary dealt with by the Committee on Freedom of Association of the Governing Body of the International Labour Office in its 27th Report*. Geneva, 1959. Pp. 40.

The Committee on Freedom of Association of the Governing Body of the International Labour Office investigated and reported on complaints presented by the International Confederation of Free Trade Unions and the International Federation of Free Journalists of Central and Eastern Europe and Balkan Countries against the Government of Hungary.

39. INTERNATIONAL LABOUR OFFICE. *Trade Union Rights in the USSR. Documents relating to the Case concerning the U.S.S.R. dealt with by the Committee on Freedom of Association of the Governing Body of the International Labour Office in its 23rd and 27th Reports*. Geneva, 1959. Pp. 158.

The Committee on Freedom of Association of the Governing Body of the International Labour Office considered a complaint presented by the International Confederation of Free Trade Unions against the Government of the Union of Soviet Socialist Republics. This report contains an analysis of the complaint presented by the I.C.F.T.U. as well as observations from the Soviet Government and the reports of the Committee.

40. U.S. BUREAU OF LABOR STATISTICS. *Union Constitution Provisions: Election and Tenure of National and International Union Officers*, 1958. Washington, G.P.O., 1958. Pp. 37.

Contains the following information: qualifications for office; nominating and election procedures; term of office; presidential salaries; and, removal procedures.

Labouring Classes

41. AMERICAN FOUNDATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. *6 keys to Stewards' Training*. [Washington, 1959?] Pp. 15.

Tells (1) how to train a steward to increase union participation in his department; (2) how to prepare written grievances; (3) how to train local officers in the administration of the agreement; (4) how to use films to train shop stewards; (5) how to keep the steward up-to-date on union activities; and (6) how to develop leadership qualities in the steward so as to insure member participation in local unions.

42. INTERNATIONAL LABOUR OFFICE. *Problems of Non-Manual Workers, including Technicians, Supervisory Staff, etc.* Seventh item on the agenda. Geneva, 1959. Pp. 139.

At head of title: Report 7. International Labour Conference. 43rd session, Geneva, 1959.

Partial Contents: Problems of Definition of Non-Manual Employment. Some Particular Features of Non-Manual Employment. Applicability to Non-Manual Workers of the ILO

Conventions and Recommendations. Employment and Unemployment. Training of Technical and Supervisory Staff in Industry. Termination of the Contract of Employment. Protection for the Salaried Inventor. Trade Union Rights and Collective Bargaining. General Conclusions.

43. SCOTTON, CLIFFORD ARNOLD. *A Brief History of Canadian Labour*. Ottawa, Woodsworth House Publishers, 1956. Pp. 35.

A short outline of the Canadian trade union movement up to the merger of the Canadian Congress of Labour and the Trades and Labor Congress of Canada in 1955.

44. SCHWARZ, ERNST. *The Conditions of Workers Employed in the World Sugar Industry*. Geneva, International Union of Food and Drink Workers' Associations, 1959. Pp. 88.

A survey of workers engaged in sugar processing.

45. TYLER, GUS. *A New Philosophy for Labor*. New York, The Fund for the Republic, c1959. Pp. 14.

Mr. Tyler, director of the Training Institute of the International Ladies' Garment Workers' Union, outlines six steps in the development of a new labour philosophy.

46. UNITED NATIONS. BUREAU OF SOCIAL AFFAIRS. *International Survey of Programmes of Special Development*, prepared by the Bureau of Social Affairs, United Nations Secretariat, in co-operation with the International Labour Office, and others, New York, 1959. Pp. 190.

Partial Contents: Health Programmes. Nutrition and Home Economics Programmes. Housing Programmes. Labour Programmes. Social Security and Related Measures of Income Maintenance. Public Administration and Social Development. Programmes and Measures for meeting Problems of Rapid Urbanization.

47. U.S. BUREAU OF EMPLOYMENT SECURITY. *Summary Tables for Evaluation of State Unemployment Insurance Coverage and Benefit Provisions*. Washington, 1958. Pp. 33.

Older Workers

48. CROOK, GUY HAMILTON. *The Older Worker in Industry; a Study of the Attitudes of Industrial Workers toward Aging and Retirement*, by G. Hamilton Crook and Martin Heinstein. Berkeley, Institute of Industrial Relations, University of California, 1958. Pp. 143.

This study is based on a survey of 846 industrial workers in the San Francisco and Los Angeles areas, conducted between 1952 and 1954. The workers were questioned about their attitudes towards jobs and working, age and aging, retirement and the future, and retirement policies of their company, amongst other things.

49. MATHIASSEN, GENEVA, ed. *Flexible Retirement; evolving Policies and Programs for Industry and Labor*. Forewords by G. Warfield Hobbs and Frank J. Sladen. New York, Putnam, 1957. Pp. 226.

Examines the problems involved in retiring older workers, the industrial health of older workers, the job flexibility of older workers, job transfers for older workers, and employee relations as they affect older workers.

50. SHELDON, HENRY DAVIDSON. *The Older Population of the United States*, by Henry D. Sheldon, with Introductory and Summary Chapters by Clark Tibbitts, for the Social Science Research Council in co-operation with the U.S. Dept. of Commerce, Bureau of the Census. New York, Wiley, 1958. Pp. 223.

"Analyzes the process of aging in relation to employment, income, and living arrangement... Discusses: trends in the growth of the older population; the geographical distribution of this growth; the problems of employment as related to age; occupation and income as related to age; and the family structure and housing arrangements of older persons."

Wages and Hours—Teachers

51. CANADA. BUREAU OF STATISTICS. *Salaries and Qualifications of Teachers in Universities and Colleges, 1958-1959*. Ottawa, Queen's Printer, 1959. Pp. 73.

52. NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES. RESEARCH DIVISION. *Classroom Teacher Salary Schedules, Urban Districts 100,000 and over in Population, 1958-59*. Washington, 1958. Pp. 28.

53. NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES. RESEARCH DIVISION. *Salaries paid and Salary Practices in Universities, Colleges, and Junior Colleges, 1957-58*. Washington, 1958.

Women—Employment

54. CANADA. WOMEN'S BUREAU. *Women at Work in Canada; a Fact Book on the Female Labour Force*. Rev. ed. Ottawa, Queen's Printer, 1959. Pp. 100.

Presented jointly by the Women's Bureau and the Economic and Research Branch of the Department of Labour.

Contents: Women in the Working Force. Characteristics of Working Women. Occupations of Women. Women's Earnings. Legislation affecting Women Workers. Conditions of Work. International Labour Affairs.

55. CONFERENCE OF REPRESENTATIVES OF TRADE UNIONS CATERING FOR WOMEN WORKERS. *Report of the 28th Annual Conference... London, April 25 and 26, 1958*. London, Trades Union Congress, 1958. Pp. 43.

56. HOLMES, EMMA G. *Job-Related Expenditures of Working Wives*. Washington, U.S. Dept. of Agriculture, Agricultural Research Service, Institute of Home Economics, 1958. Pp. 6.

Presented at the 36th Annual National Agricultural Outlook Conference, November 19, 1958, Washington, D.C.

57. SMUTS, ROBERT W. *Women and Work in America*. New York, Columbia University Press, 1959. Pp. 180.

A study of working women from the 1880's to the present, outlining the types of jobs held, the reasons why women worked, working conditions, and attitudes towards working women.

58. U.S. WOMEN'S BUREAU. *Future Jobs for High School Girls*. Washington, G.P.O., 1959. Pp. 64.

Provides information about a variety of occupations for high-school graduates.

Workmen's Compensation

59. LANE, MORTON. *The Effect of the Massachusetts Workmen's Compensation Law upon the Employment of the Handicapped*. New York, Institute of Physical Medicine and Rehabilitation, New York University-Bellevue Medical Center, 1958. Pp. 23.

60. U.S. BUREAU OF LABOR STANDARDS. *State Workmen's Compensation Laws; a Comparison of Major Provisions*. Washington, GPO, 1958. Pp. 24.

61. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Compensation for Injuries under Longshoremen's and Harbor Workers' Compensation Act where Third Person is Liable*. Washington, 1959. Pp. 8.

Miscellaneous

62. AMERICAN IRON AND STEEL INSTITUTE, NEW YORK. *Steel in the Soviet Union; General Report of the Visit of Representa-*

tives of the American Steel and Iron Ore Industries to the Union of Soviet Socialist Republics, May 21-June 21, 1958. New York, 1958. Pp. 39.

63. CANADA. BUREAU OF STATISTICS. *City Family Expenditure, 1955*. Ottawa, Queen's Printer, 1957. Pp. 79.

The cities represented in this survey include St. John's, Newfoundland, Halifax, Montreal, Toronto, Kitchener-Waterloo, Winnipeg, Edmonton, Vancouver. The income of the families covered ranges from \$2,000 to \$6,500. There is an appendix which compares the 1955 data with 1953 data taken from an earlier survey.

64. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Motor Vehicle Repair Trade, Body Division*. Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1958. Pp. 77.

The analysis is "...a compilation of essential operations which a fully trained journeyman should be able to perform and also sets forth items of related knowledge which he should have mastered."

65. FABRICANT, SOLOMON. *Basic Facts on Productivity Change*, New York, National Bureau of Economic Research, 1959. Pp. 49.

Partial Contents: The Long-Term Rate of Increase in National Productivity. Fluctuations in the Rate of Productivity Increase. Productivity and the Increase in National Product. Productivity in Individual Industries. Productivity and the Rise in Real Hourly Earnings. Recent Productivity Trends in Perspective.

66. GRAPHIC ARTS ASSOCIATION, TORONTO. *What is the Union Label?* Toronto, 1958. Pp. 19.

Arbitration and the Law, a complete collection of addresses and reports made at the twelfth annual meeting of the National Academy of Arbitrators, is now available at \$6.50 per copy, the Bureau of National Affairs, Washington, D.C., announces.

Containing 203 pages, the book deals with negotiation and administration of labour agreements and the avoidance of disputes and grievances.

Editor of the book is Prof. Jean T. McKelvey of the New York State School of Industrial and Labour Relations at Cornell University.

* * *

The Reduction of Hours of Work is a preliminary report by the International Labour Office reviewing the general situation with regard to hours of work as it was at the beginning of the 42nd Session (1958) of the International Labour Conference.

The subject will be on the agenda for discussion at the 44th Session in 1960.

The report describes recent events and developments in many countries and sum-

marizes the various attempts that have been made in the past to regulate hours of work at the international level.

The report contains a questionnaire addressed to governments with a view to drafting new international standards. It is available at 60 cents from ILO Canada Branch, 202 Queen Street, Ottawa 4.

* * *

The Cost of Medical Care is a 216-page study based on information the International Labour Office has assembled concerning the provision of medical care and its total cost in 14 countries with large-scale social security medical services and in the United States. The remuneration of doctors and dentists in and outside national schemes is included. Statistics in the book have been tabulated in such a manner as to be comparable both within a given country and between countries.

The book is available from ILO Canada Branch, 202 Queen Street, Ottawa 4 at \$1.50.

LABOUR STATISTICS

	PAGE
Table A-1 and A-2—Labour Force.....	968
Table B-1—Labour Income.....	969
Table C-1 to C-6—Employment, Hours and Earnings.....	970
Table D-1 to D-6—Employment Service Statistics.....	975
Table E-1 to E-4—Unemployment Insurance.....	985
Table F-1 and F-2—Prices.....	987
Table G-1 to G-4—Strikes and Lockouts.....	988

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JUNE 20, 1959

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,287	121	451	1,751	2,300	1,091	570
Agricultural.....	738	*	57	171	185	290	29
Non-Agricultural.....	5,549	118	394	1,580	2,115	801	541
Males.....	4,728	102	345	1,332	1,688	825	436
Agricultural.....	677	*	55	168	165	260	26
Non-Agricultural.....	4,051	99	290	1,164	1,523	565	410
Females.....	1,559	19	106	422	612	266	134
Agricultural.....	61	*	*	*	20	30	*
Non-Agricultural.....	1,498	19	104	416	592	236	131
All Ages.....	6,287	121	451	1,751	2,300	1,091	570
14—19 years.....	589	15	47	203	183	160	41
20—24 years.....	810	20	60	258	273	132	67
25—44 years.....	2,896	57	189	803	1,081	495	271
45—64 years.....	1,762	28	135	439	671	319	170
65 years and over.....	230	*	20	51	92	45	21
<i>Persons with Jobs</i>							
All status groups.....	6,053	105	428	1,660	2,239	1,073	548
Males.....	4,530	87	321	1,251	1,639	811	418
Females.....	1,523	18	104	409	600	262	130
Agricultural.....	731	*	55	172	184	289	28
Non-Agricultural.....	5,322	102	373	1,488	2,055	784	520
Paid workers.....	4,899	86	339	1,368	1,910	728	468
Males.....	3,525	70	248	992	1,358	507	350
Females.....	1,374	16	91	376	552	221	118
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	234	16(1)	23	94	61	18	22
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,267	148	446	1,507	1,766	891	509
Males.....	1,036	39	96	278	322	186	115
Females.....	4,231	109	350	1,229	1,444	705	394

* Less than 10,000.

(1) The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended June 20, 1959		Week Ended May 16, 1959		Week Ended June 21, 1958	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	261	247	364	349	350	333
Without Jobs.....	234	222	334	321	324	310
Under 1 month.....	61	—	61	—	92	—
1— 3 months.....	73	—	102	—	90	—
4— 6 months.....	45	—	99	—	70	—
7—12 months.....	37	—	50	—	60	—
13—18 months.....	*	—	10	—	*	—
19—and over.....	11	—	12	—	*	—
Worked.....	27	25	30	28	26	23
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	20	18	21	20	19	17

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ³
	Mining	Manu- facturing	Trans- portation, Storage, and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Government)	Supple- mentary Labour Income	
1954—Total....	402	3,903	1,317	310	869	204	1,794	3,010	494	12,452
1955—Total....	432	4,148	1,396	329	915	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	263	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1958—May.....	44.1	400.1	140.3	61.3	337.5	71.5	583.7	1,079.8	178.1	1,375.9
June.....	44.7	403.7	142.4	.....	.....	.....	.....	.....	.....	1,407.1
July.....	44.1	401.0	145.0	.....	.....	.....	.....	.....	.....	1,405.4
August.....	44.7	398.6	145.1	68.4	396.2	73.7	590.5	1,095.2	182.2	1,411.6
Sept.....	43.9	403.5	142.9	.....	.....	.....	.....	.....	.....	1,434.9
Oct.....	42.5	398.8	142.3	.....	.....	.....	.....	.....	.....	1,415.7
Nov.....	42.3	400.9	141.7	82.8	337.7	72.3	616.8	1,132.7	184.4	1,403.0
Dec.....	42.0	393.2	139.0	.....	.....	.....	.....	.....	.....	1,383.2
1959—Jan.....	44.8	400.9	146.1	.....	.....	.....	.....	.....	.....	1,385.5
Feb.....	45.1	402.0	136.9	62.9	292.3	71.3	603.0	1,159.9	185.7	1,386.0
Mar.....	44.7	405.3	137.0	.....	.....	.....	.....	.....	.....	1,398.5
Apr.....	44.9	409.2	140.2	.....	.....	.....	.....	.....	.....	1,427.3
May*.....	45.1	420.7	147.0	68.4	367.1	75.3	625.4	1,221.4	191.7	1,483.5
June†.....	46.4	428.6	150.7	.....	.....	.....	.....	.....	.....	1,527.8

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at May, 1959 employers in the principal non-agricultural industries reported a total employment of 2,725,496. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours or work are also available. Whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers (1949=100)			Average Weekly Wages and Salaries	Index Numbers (1949=100)			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries	
Averages								
1954.....	109.9	151.6	137.4	59.04	107.3	150.0	139.1	61.15
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1958								
May.....	118.7	196.3	164.7	70.76	110.4	185.6	167.0	73.42
June.....	121.3	200.3	164.6	70.70	112.0	187.4	166.2	73.06
July.....	122.0	201.6	164.7	70.76	111.8	186.0	165.2	72.62
August.....	121.8	201.1	164.5	70.67	111.5	184.9	164.7	72.40
September.....	121.9	201.8	164.9	70.85	112.4	187.2	165.4	72.73
October.....	120.1	199.5	165.6	71.13	110.1	185.0	166.8	73.36
November.....	119.2	199.4	166.7	71.60	109.6	186.0	168.5	74.11
December.....	115.8	186.5	160.4	68.91	106.8	173.4	161.3	70.91
1959								
January.....	113.7	192.2	168.4	72.34	107.5	185.1	170.9	75.16
February.....	113.0	193.1	170.2	73.11	107.5	186.2	171.9	75.59
March.....	113.7	193.0	169.0	72.60	108.4	186.8	172.0	75.22
April.....	115.7	198.0	170.5	73.26	109.5	189.9	172.1	75.69
May.....	119.3	205.9	171.9	73.84	111.5	195.0	173.5	76.27

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

(The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1959	April 1959	May 1958	May 1959	April 1959	May 1958
Provinces			1949	\$	\$	\$
Newfoundland.....	117.6	107.2	123.8	63.51	65.13	63.10
Prince Edward Island.....	127.4	108.7	112.9	55.59	55.63	53.39
Nova Scotia.....	95.9	94.0	96.3	60.55	59.88	57.93
New Brunswick.....	97.4	91.2	96.7	59.81	60.05	56.77
Quebec.....	117.5	113.7	117.3	70.74	70.55	68.03
Ontario.....	121.1	118.5	120.7	76.76	75.98	73.71
Manitoba.....	111.5	107.6	109.0	70.52	69.38	67.11
Saskatchewan.....	132.9	124.0	129.5	69.64	69.22	67.97
Alberta (including Northwest Territories).....	153.9	146.2	150.6	75.98	75.00	72.45
British Columbia (including Yukon).....	117.6	114.5	116.6	81.26	80.02	76.32
Canada.....	119.3	115.7	118.7	73.84	73.26	70.76
Urban Areas						
St. John's.....	131.0	119.5	123.4	53.52	55.41	51.58
Sydney.....	88.6	86.5	90.2	73.68	73.42	73.19
Halifax.....	115.8	115.0	111.9	60.13	59.83	56.68
Moncton.....	98.2	96.1	96.9	57.32	56.76	56.45
Saint John.....	95.4	92.2	91.2	57.01	56.65	53.77
Chicoutimi - Jonquiere.....	110.1	105.2	.....	88.22	87.05	.....
Quebec.....	110.8	109.1	111.7	62.06	61.82	58.78
Sherbrooke.....	100.7	99.9	97.1	59.75	59.41	57.11
Shawinigan.....	97.4	94.2	102.4	81.09	79.08	78.16
Three Rivers.....	117.8	112.4	115.8	67.65	67.49	64.52
Drummondville.....	75.3	76.1	71.9	60.51	60.67	57.76
Montreal.....	123.8	122.6	122.2	72.38	71.65	69.48
Ottawa—Hull.....	124.6	121.0	120.7	68.14	67.64	64.61
Kingston.....	111.4	110.2	115.6	69.02	69.80	67.38
Peterborough.....	102.2	100.2	99.5	82.30	81.29	78.17
Oshawa.....	182.2	179.5	174.1	86.93	83.62	84.73
Toronto.....	130.5	129.1	131.0	77.26	76.49	74.26
Hamilton.....	112.3	110.5	108.0	81.87	81.12	77.81
St. Catharines.....	113.1	110.8	112.2	84.00	83.39	81.96
Niagara Falls.....	102.9	97.1	111.2	75.36	77.28	74.71
Brantford.....	91.2	92.4	87.0	70.55	70.61	67.35
Guelph.....	127.7	124.1	116.5	68.28	67.89	66.82
Galt.....	112.8	111.6	107.5	66.31	65.69	62.86
Kitchener.....	119.5	117.8	112.1	69.99	68.68	66.17
Sudbury.....	138.8	136.1	139.0	86.53	87.04	86.18
Timmins.....	93.3	91.7	86.7	65.24	66.81	63.35
London.....	125.2	121.8	121.0	69.91	69.24	66.74
Sarnia.....	109.9	107.3	134.5	96.03	94.91	93.13
Windsor.....	82.1	80.7	80.7	84.89	82.95	78.98
Sault Ste. Marie.....	144.0	138.0	138.9	92.28	90.13	91.41
Ft. William—Pt. Arthur.....	117.0	109.9	119.4	75.80	71.51	72.91
Winnipeg.....	110.5	108.2	107.0	67.33	66.53	63.82
Regina.....	137.1	130.3	124.9	66.62	66.37	64.51
Saskatoon.....	136.2	130.0	133.7	66.86	66.16	63.72
Edmonton.....	188.2	180.4	181.3	71.47	70.43	67.89
Calgary.....	167.8	163.3	155.8	71.64	70.12	68.46
Vancouver.....	117.9	116.2	115.4	79.62	78.83	74.50
Victoria.....	114.8	115.2	116.8	72.69	72.73	70.38

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1959	April 1959	May 1958	May 1959	April 1959	May 1958
Mining	123.3	120.6	126.2	89.31	90.70	85.33
Metal mining.....	141.3	139.3	140.2	91.38	93.39	87.58
Gold.....	73.9	72.6	75.2	72.30	74.18	72.16
Other metal.....	204.2	201.5	200.9	97.82	99.84	92.96
Fuels.....	91.9	90.7	100.8	89.99	89.85	85.69
Coal.....	48.0	48.5	54.5	69.18	69.96	68.25
Oil and natural gas.....	264.4	256.7	282.0	104.84	105.38	98.89
Non-metal.....	135.0	125.1	138.2	78.15	78.95	74.16
Manufacturing	111.5	109.5	110.4	76.27	75.69	73.42
Durable goods.....	117.7	114.9	117.4	81.72	81.32	78.84
Non-durable goods.....	106.3	104.8	104.5	71.11	70.41	68.21
Food and beverages.....	112.3	106.0	110.3	68.88	68.96	65.42
Meat products.....	140.6	134.7	128.9	78.92	78.29	73.66
Canned and preserved fruits and vegetables.....	82.4	72.8	83.6	60.42	64.18	59.21
Grain mill products.....	103.8	103.4	104.0	72.61	70.83	71.88
Bread and other bakery products.....	108.6	106.9	109.4	66.92	66.28	64.07
Distilled and malt liquors.....	107.4	101.0	105.5	88.59	87.89	82.83
Tobacco and tobacco products.....	86.2	99.7	90.1	75.63	69.97	71.08
Rubber products.....	105.9	103.3	96.6	79.35	79.15	75.62
Leather products.....	88.6	88.5	84.4	50.81	50.11	49.20
Boots and shoes (except rubber).....	95.4	95.6	89.4	48.14	47.48	46.51
Textile products (except clothing).....	80.0	79.5	76.2	60.20	60.26	58.06
Cotton yarn and broad woven goods.....	75.6	76.1	74.3	54.99	55.55	53.30
Woollen goods.....	59.3	57.5	57.2	58.18	57.81	55.22
Synthetic textiles and silk.....	81.9	81.7	77.6	66.63	66.62	64.76
Clothing (textile and fur).....	91.0	92.4	88.6	47.04	47.07	45.47
Men's clothing.....	93.3	93.8	92.9	45.97	45.98	44.45
Women's clothing.....	93.4	97.1	91.7	48.67	49.38	47.17
Knit goods.....	78.0	78.9	74.2	46.03	46.22	44.85
Wood products.....	109.3	102.4	104.3	65.74	64.91	62.95
Saw and planing mills.....	112.8	102.9	105.6	67.71	66.92	64.91
Furniture.....	111.5	110.5	108.8	63.45	62.52	60.67
Other wood products.....	89.0	84.5	89.5	59.45	59.27	57.31
Paper products.....	123.0	120.5	121.8	88.85	86.85	84.91
Pulp and paper mills.....	124.6	121.3	122.2	95.34	92.88	90.76
Other paper products.....	119.0	118.5	120.9	71.74	71.32	70.32
Printing, publishing and allied industries.....	120.4	120.1	118.7	82.74	81.90	78.48
Iron and steel products.....	112.0	107.9	104.1	86.21	85.71	82.64
Agricultural implements.....	82.0	80.8	65.4	89.40	88.78	81.20
Fabricated and structural steel.....	168.3	160.1	158.3	87.53	86.61	83.09
Hardware and tools.....	98.9	97.6	89.5	77.64	77.40	73.16
Heating and cooking appliances.....	104.7	102.0	97.6	74.04	73.44	71.75
Iron castings.....	100.0	98.6	93.7	81.92	81.92	77.76
Machinery, Industrial.....	116.2	114.2	117.2	83.81	82.67	79.64
Primary iron and steel.....	119.1	115.1	109.4	97.81	97.71	97.66
Sheet metal products.....	112.1	109.7	101.8	84.57	83.91	79.95
Transportation equipment.....	116.3	116.3	130.7	86.52	85.57	82.50
Aircraft and parts.....	261.5	262.0	369.5	88.34	88.32	87.24
Motor vehicles.....	111.7	111.2	106.8	98.18	94.08	91.81
Motor vehicles parts and accessories.....	115.6	115.0	105.9	84.96	84.61	83.39
Railroad and rolling stock equipment.....	70.8	69.5	80.5	78.96	78.15	72.42
Shipbuilding and repairing.....	133.4	138.1	156.4	79.67	81.37	75.84
Non-ferrous metal products.....	126.8	124.2	126.2	84.82	85.71	84.50
Aluminum products.....	137.0	133.9	124.5	81.68	82.20	80.17
Brass and copper products.....	112.2	111.4	103.3	79.70	79.67	77.06
Smelting and refining.....	142.4	138.5	153.5	92.65	94.38	91.95
Electrical apparatus and supplies.....	134.2	132.8	135.0	81.81	81.41	78.84
Heavy electrical machinery.....	111.8	110.9	122.6	88.52	87.56	85.44
Telecommunication equipment.....	207.1	203.6	214.4	79.10	79.18	75.53
Non-metallic mineral products.....	146.0	140.0	132.7	79.34	78.34	77.33
Clay products.....	104.1	101.9	104.8	73.62	72.66	70.32
Glass and glass products.....	152.3	144.4	123.2	73.19	75.69	73.80
Products of petroleum and coal.....	141.2	139.4	141.6	114.10	111.23	105.37
Chemical products.....	127.3	126.6	132.4	85.68	85.55	82.87
Medicinal and pharmaceutical preparation.....	119.3	118.7	119.4	75.85	75.32	73.27
Acids, alkalis and salts.....	142.6	140.7	150.1	97.49	97.97	93.28
Miscellaneous manufacturing industries.....	123.5	125.5	119.8	67.82	67.23	65.37
Construction	131.6	120.1	133.3	77.86	75.45	75.18
Building and general engineering.....	131.3	120.0	132.7	84.98	82.81	82.13
Highways, bridges and streets.....	132.1	120.2	134.2	66.45	63.61	64.16
Service	138.4	134.5	136.4	50.24	50.34	48.34
Hotels and restaurants.....	127.5	123.0	127.3	39.91	39.97	38.70
Laundries and dry cleaning plants.....	114.8	113.0	117.6	46.11	45.75	43.52
Industrial composite	119.3	115.7	118.7	73.84	73.26	70.76

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	May 1959	April 1959	May 1958	May 1959	April 1959	May 1958
	\$	\$	\$	\$	\$	\$
Newfoundland.....	39.8	39.4	44.8	1.59	1.61	1.53
Nova Scotia.....	41.5	41.8	41.9	1.53	1.52	1.43
New Brunswick.....	42.4	41.9	40.8	1.48	1.53	1.40
Quebec.....	41.8	41.5	41.5	1.54	1.54	1.50
Ontario.....	41.0	40.5	40.6	1.82	1.81	1.76
Manitoba.....	40.7	40.1	40.5	1.66	1.65	1.56
Saskatchewan.....	40.7	39.9	39.9	1.87	1.86	1.79
Alberta (1).....	40.5	39.6	40.5	1.84	1.84	1.75
British Columbia (2).....	38.8	38.2	38.1	2.08	2.07	2.02

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1959	Apr. 1959	May 1958	May 1959	Apr. 1959	May 1958	May 1959	Apr. 1959	May 1958
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	40.6	41.4	41.1	2.05	2.04	1.95	83.25	84.70	80.02
Metal mining.....	40.5	42.0	41.5	2.14	2.13	2.02	86.92	89.44	83.91
Gold.....	41.3	42.9	42.3	1.62	1.62	1.59	66.81	69.13	67.34
Other metal.....	40.2	41.6	41.2	2.34	2.32	2.19	94.22	96.76	90.06
Fuels.....	39.7	39.3	39.4	1.91	1.90	1.86	75.86	74.42	73.36
Coal.....	39.3	38.9	38.7	1.73	1.72	1.71	68.05	66.84	66.25
Oil and natural gas.....	40.5	39.7	40.8	2.20	2.22	2.12	89.07	88.13	86.54
Non-metal.....	42.0	41.9	42.0	1.81	1.81	1.72	75.91	75.76	72.24
Manufacturing	41.1	40.7	40.7	1.73	1.72	1.67	70.92	70.01	68.05
Durable goods.....	41.4	41.0	41.1	1.86	1.86	1.80	77.14	76.38	74.10
Non-durable goods.....	40.7	40.3	40.3	1.59	1.58	1.54	64.63	63.63	61.90
Food and beverages.....	41.3	40.9	41.3	1.55	1.56	1.46	63.93	63.83	60.09
Meat products.....	41.9	40.9	40.9	1.81	1.82	1.69	75.80	74.62	69.28
Canned and preserved fruits and vegetables.....	38.5	39.4	38.3	1.35	1.40	1.30	51.85	55.40	49.94
Grain mill products.....	42.1	41.1	42.8	1.63	1.62	1.59	68.78	66.68	67.97
Bread and other bakery products.....	42.8	42.8	43.2	1.42	1.41	1.33	60.67	60.20	57.50
Distilled liquors.....	40.1	40.3	39.6	1.87	1.87	1.78	75.11	75.46	70.29
Malt liquors.....	39.9	39.0	39.6	2.12	2.12	1.99	84.58	83.01	78.69
Tobacco and tobacco products.....	40.6	39.6	40.2	1.72	1.62	1.65	69.92	64.03	66.17
Rubber products.....	41.7	41.3	41.3	1.78	1.79	1.71	74.13	73.94	70.66
Leather products.....	39.8	39.6	39.4	1.17	1.17	1.15	46.74	46.13	45.27
Boots and shoes (except rubber).....	39.5	39.4	39.0	1.12	1.12	1.10	44.37	44.03	42.90
Textile products (except clothing).....	42.0	42.0	41.3	1.28	1.29	1.25	54.01	54.04	51.46
Cotton yarn and broad woven goods.....	39.8	40.1	39.3	1.26	1.27	1.22	50.18	50.84	48.02
Woolen goods.....	44.1	43.4	42.2	1.21	1.21	1.17	53.51	52.63	49.46
Synthetic textiles and silk.....	43.4	43.3	42.7	1.37	1.37	1.34	59.42	59.37	57.22
Clothing (textile and fur).....	38.1	38.1	37.4	1.10	1.10	1.08	42.00	42.00	40.21
Men's clothing.....	37.4	37.5	36.4	1.12	1.12	1.09	42.06	41.96	39.82
Women's clothing.....	37.2	37.7	37.1	1.15	1.16	1.12	42.88	43.63	41.59
Knit goods.....	40.1	40.0	39.0	1.03	1.04	1.02	41.38	41.67	39.94
*Wood products.....	42.2	41.3	41.6	1.50	1.50	1.46	63.28	61.93	60.69
Saw and planing mills.....	41.8	40.4	40.9	1.59	1.60	1.56	66.37	64.84	63.60
Furniture.....	42.9	42.5	42.4	1.37	1.37	1.33	58.96	58.13	56.52
Other wood products.....	43.1	43.1	42.8	1.29	1.27	1.25	55.43	54.89	53.46
Paper products.....	41.7	40.7	41.2	2.00	1.99	1.93	83.53	81.00	79.60
Pulp and paper mills.....	41.8	40.6	41.2	2.14	2.14	2.07	89.68	86.74	85.28
Other paper products.....	41.3	41.0	41.2	1.59	1.57	1.54	65.57	64.47	63.49
Printing, publishing and allied industries.....	39.8	39.5	39.5	2.09	2.07	1.99	83.35	81.88	78.53
*Iron and steel products.....	41.3	41.0	40.8	2.00	1.99	1.93	82.43	81.62	78.66
Agricultural implements.....	42.2	41.8	40.2	2.04	2.03	1.90	85.92	84.73	76.30
Fabricated and structural steel.....	41.3	41.2	40.6	1.96	1.94	1.86	80.44	79.87	75.48
Hardware and tools.....	42.0	41.6	40.4	1.73	1.73	1.65	72.66	71.94	66.78
Heating and cooking appliances.....	40.8	40.6	41.2	1.71	1.71	1.64	70.01	69.26	67.73
Iron castings.....	41.1	41.4	40.1	1.90	1.90	1.84	78.33	78.46	73.94
Machinery, industrial.....	42.1	41.3	41.1	1.88	1.87	1.81	79.06	77.31	74.43
Primary iron and steel.....	40.7	40.3	41.0	2.33	2.33	2.31	94.56	93.94	94.79
Sheet metal products.....	41.0	40.8	40.8	1.95	1.94	1.85	80.14	79.19	75.64
*Transportation equipment.....	41.2	40.9	40.9	1.99	1.97	1.90	81.80	80.68	77.59
Aircraft and parts.....	40.7	40.7	40.9	1.95	1.95	1.94	79.39	79.24	79.39
Motor vehicles.....	42.5	41.0	41.9	2.19	2.15	2.06	93.22	88.35	86.40
Motor vehicle parts and accessories.....	41.4	41.1	41.5	1.95	1.95	1.91	80.78	80.24	79.27
Railroad and rolling stock equipment.....	39.9	39.6	39.4	1.93	1.93	1.79	77.25	76.31	70.68
Shipbuilding and repairing.....	41.1	42.1	41.1	1.90	1.90	1.82	78.26	80.18	74.80
*Non-ferrous metal products.....	40.3	40.4	40.3	1.97	1.98	1.94	79.52	80.20	78.26
Aluminum products.....	41.3	41.4	41.1	1.72	1.73	1.64	70.99	71.74	67.61
Brass and copper products.....	40.1	40.2	40.1	1.86	1.86	1.80	74.54	74.77	71.98
Smelting and refining.....	40.1	40.3	40.3	2.19	2.20	2.13	87.68	88.79	85.72
*Electrical apparatus and supplies.....	40.6	40.4	40.4	1.78	1.78	1.72	72.47	71.83	69.61
Heavy electrical machinery and equipment.....	40.4	39.7	40.4	1.99	1.98	1.91	80.40	78.52	77.33
Telecommunication equipment.....	40.2	40.2	40.5	1.61	1.61	1.53	64.93	64.85	61.92
Refrigerators, vacuum cleaners and appliances.....	40.9	41.4	40.9	1.77	1.74	1.73	72.52	72.14	70.59
Wire and cable.....	42.4	42.0	41.9	1.96	1.96	1.88	83.16	82.40	78.90
Miscellaneous electrical products.....	40.3	40.4	39.5	1.69	1.69	1.64	68.14	68.26	64.86
*Non-metallic mineral products.....	43.7	42.7	44.1	1.73	1.73	1.67	75.43	73.78	73.69
Clay products.....	42.9	41.6	42.7	1.60	1.61	1.53	68.88	66.99	65.46
Glass and glass products.....	41.2	42.4	42.6	1.70	1.71	1.65	69.78	72.33	70.42
Products of petroleum and coal.....	43.0	41.2	42.1	2.46	2.43	2.32	105.82	100.12	97.63
Chemical products.....	40.9	40.8	40.8	1.84	1.84	1.80	75.19	74.97	73.64
Medicinal and pharmaceutical preparations.....	40.7	40.3	40.1	1.43	1.43	1.41	58.28	57.48	56.54
Acids, alkalis and salts.....	40.8	41.0	41.0	2.17	2.17	2.07	88.59	88.94	85.03
Miscellaneous manufacturing industries.....	41.5	41.4	41.6	1.42	1.42	1.40	59.14	58.68	58.12
Construction	41.2	39.6	41.5	1.84	1.84	1.77	75.71	72.84	73.54
Building and general engineering.....	41.3	40.1	41.6	2.00	1.99	1.92	82.41	79.66	79.91
Highways, bridges and streets.....	41.0	38.5	41.3	1.55	1.55	1.50	63.37	59.81	61.83
Electric and motor transportation.....	44.3	43.6	44.3	1.75	1.74	1.66	77.57	75.74	73.67
Service	39.7	39.6	39.8	1.00	1.00	0.96	39.67	39.58	38.41
Hotels and restaurants.....	39.3	39.3	39.8	0.98	0.98	0.95	38.47	38.62	37.69
Laundries and dry cleaning plants.....	41.6	41.4	40.2	0.97	0.97	0.96	40.48	40.12	38.51

* Durable manufactured goods industries.

TABLE C-6—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Last Pay Period in:						
1958 May.....	40.7	1.67	68.05	163.0	125.1	130.3
June.....	40.5	1.67	67.47	161.6	125.1	129.2
July.....	40.3	1.66	66.86	160.2	124.7	128.5
August.....	40.6	1.64	66.58	159.5	125.2	127.4
September.....	40.7	1.64	66.91	160.3	125.6	127.6
October.....	40.8	1.66	67.52	161.8	126.0	128.4
November.....	40.9	1.67	68.43	163.9	126.3	129.8
December.....	40.7*	1.71	69.60*	166.7	126.2	132.1
1959 January.....	40.6	1.70	69.28	166.0	126.1	131.6
February.....	40.9	1.71	69.81	167.2	125.7	133.0
March.....	40.3	1.72	69.40	166.3	125.5	132.5
April.....	40.7	1.72	70.01	167.7	125.4	133.7
May ⁽¹⁾	41.1	1.73	70.92	169.9	125.6	135.3

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December 1958 are 37.3 and \$63.71.

⁽¹⁾ Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
August 1, 1953.....	19,382	17,772	37,154	111,524	52,357	163,881
August 1, 1954.....	12,124	12,902	25,026	181,457	77,396	258,853
August 1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
August 1, 1956.....	38,195	19,636	57,831	105,417	69,272	174,689
August 1, 1957.....	20,837	14,060	34,897	171,765	84,581	256,346
August 1, 1958.....	11,505	11,858	23,363	252,853	119,157	372,010
September 1, 1958.....	10,012	13,446	23,458	237,319	106,423	343,742
October 1, 1958.....	9,385	11,430	20,815	228,426	107,123	335,549
November 1, 1958.....	7,319	9,552	16,871	255,451	115,711	371,162
December 1, 1958.....	11,579	9,752	21,331	329,050	126,341	455,391
January 1, 1959.....	8,643	8,549	17,192	562,257	158,163	720,420
February 1, 1959.....	9,425	9,295	18,720	615,788	175,574	791,362
March 1, 1959.....	9,007	10,816	19,823	623,338	174,787	798,125
April 1, 1959.....	11,740	13,399	25,139	611,941	169,625	781,566
May 1, 1959.....	16,883	16,280	33,163	498,897	161,742	660,639
June 1, 1959.....	19,758	18,044	37,802	342,605	140,615	483,220
July 1, 1959 ⁽¹⁾	14,579	16,464	31,043	193,774	114,377	308,151
August 1, 1959 ⁽¹⁾	14,235	14,317	28,552	185,527	106,965	292,492

* Current Vacancies only. Deferred vacancies are excluded.

⁽¹⁾ Latest figures subject to revision.

TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JUNE 30, 1959⁽¹⁾

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				May 29 1959	June 30 1958
Agriculture, Fishing, Trapping	724	431	1,155	— 1,041	+ 203
Forestry	1,062	9	1,071	— 160	+ 249
Mining, Quarrying and Oil Wells	574	51	625	— 552	+ 279
Metal Mining.....	424	15	439	— 287	+ 225
Fuels.....	57	19	76	— 177	+ 16
Non-Metal Mining.....	65	1	66	— 52	+ 20
Quarrying, Clay and Sand Pits.....	12	2	14	— 12	+ 10
Prospecting.....	16	14	30	— 24	+ 8
Manufacturing	3,399	2,288	5,687	— 1,415	+ 1,674
Foods and Beverages.....	328	207	535	— 521	+ 6
Tobacco and Tobacco Products.....	14	6	20	— 8	+ 9
Rubber Products.....	38	23	61	— 13	+ 30
Leather Products.....	48	127	175	— 29	+ 34
Textile Products (except clothing).....	110	170	280	+ 3	+ 96
Clothing (textile and fur).....	99	901	1,000	+ 21	+ 229
Wood Products.....	398	84	482	— 228	+ 140
Paper Products.....	129	57	186	— 79	+ 76
Printing, Publishing and Allied Industries.....	149	117	266	— 85	+ 123
Iron and Steel Products.....	703	161	864	+ 18	+ 385
Transportation Equipment.....	548	49	597	— 5	+ 161
Non-Ferrous Metal Products.....	174	52	226	— 83	+ 92
Electrical Apparatus and Supplies.....	291	116	407	— 12	+ 196
Non-Metallic Mineral Products.....	117	33	150	— 98	+ 32
Products of Petroleum and Coal.....	31	19	50	— 105	+ 24
Chemical Products.....	125	79	204	— 148	+ 43
Miscellaneous Manufacturing Industries.....	97	87	184	— 43	+ 46
Construction	2,000	131	2,131	— 25	+ 155
General Contractors.....	1,302	87	1,389	— 106	+ 39
Special Trade Contractors.....	698	44	742	+ 81	+ 194
Transportation, Storage and Communication	802	330	1,132	— 721	+ 33
Transportation.....	635	130	765	— 531	+ 168
Storage.....	34	23	57	— 5	+ 29
Communication.....	133	177	310	— 185	+ 106
Public Utility Operation	73	32	105	— 44	+ 26
Trade	2,044	2,490	4,534	— 699	+ 1,283
Wholesale.....	730	542	1,272	— 173	+ 417
Retail.....	1,314	1,948	3,262	— 526	+ 866
Finance, Insurance and Real Estate	583	719	1,302	— 325	+ 178
Service	3,272	10,137	13,409	— 2,972	+ 2,035
Community or Public Service.....	361	1,897	2,258	— 788	+ 569
Government Service.....	1,196	485	1,681	— 1,245	+ 81
Recreation Service.....	162	133	295	— 47	+ 67
Business Service.....	767	504	1,271	— 186	+ 325
Personal Service.....	786	7,118	7,904	— 706	+ 1,289
GRAND TOTAL	14,533	16,618	31,151	— 7,954	+ 5,997

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT JULY 2, 1959⁽¹⁾**

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,807	1,339	3,146	6,189	1,602	7,791
Clerical Workers.....	1,127	3,682	4,809	13,958	42,292	56,250
Sales Workers.....	1,260	1,275	2,535	5,291	15,036	20,327
Personal and Domestic Service Workers..	1,257	7,933	9,190	21,628	18,026	39,654
Seamen.....	6	.....	6	847	1	848
Agriculture, Fishing, Forestry (Ex. log.)	687	252	939	2,629	712	3,341
Skilled and Semiskilled Workers.....	6,200	1,469	7,669	79,985	18,253	98,238
Food and kindred products (incl. tobacco).....	69	2	71	780	602	1,382
Textiles, clothing, etc.....	114	1,014	1,128	2,857	11,912	14,769
Lumber and lumber products.....	1,182	3	1,185	7,835	114	7,949
Pulp, paper (incl. printing).....	58	15	73	893	421	1,314
Leather and leather products.....	32	86	118	684	775	1,459
Stone, clay and glass products.....	20	1	21	260	36	296
Metalworking.....	722	23	745	10,083	699	10,782
Electrical.....	144	22	166	2,141	909	3,050
Transportation equipment.....	10	.....	10	772	43	815
Mining.....	171	.....	171	1,491	.....	1,491
Construction.....	1,308	.....	1,308	15,526	1	15,527
Transportation (except seamen).....	627	13	640	14,039	120	14,159
Communications and public utility...	39	.....	39	567	.....	567
Trade and service.....	299	242	541	3,557	1,432	4,989
Other skilled and semiskilled.....	1,233	30	1,263	13,304	901	14,205
Foremen.....	53	8	61	1,718	260	1,978
Apprentices.....	119	10	129	3,478	28	3,506
Unskilled Workers.....	2,235	514	2,749	63,247	18,455	81,702
Food and tobacco.....	94	86	180	2,077	3,986	6,063
Lumber and lumber products.....	135	8	143	5,626	303	5,929
Metalworking.....	186	8	194	3,376	469	3,845
Construction.....	786	.....	786	27,999	1	28,000
Other unskilled workers.....	1,034	412	1,446	24,169	13,696	37,865
GRAND TOTAL.....	14,579	16,464	31,043	193,774	114,377	308,151

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 2, 1959

(Source: U.I.C. 757)

Office	Unfilled Vacancies(?)			Registrations		
	(1) July 2, 1959	Previous Month May 28, 1959	Previous Year July 3, 1958	(1) July 2, 1959	Previous Month May 28, 1959	Previous Year July 3, 1958
Newfoundland	419	578	308	7,773	18,608	14,783
Corner Brook.....	19	21	6	1,915	4,186	3,639
Grand Falls.....	4	3	4	595	1,504	957
St. John's.....	396	554	298	5,263	12,918	10,187
Prince Edward Island	217	139	128	1,470	2,597	2,291
Charlottetown.....	154	97	110	795	1,477	1,274
Summerside.....	63	42	18	675	1,120	1,017
Nova Scotia	913	961	859	12,717	21,606	22,071
Amherst.....	9	8	17	607	676	877
Bridgewater.....	26	35	19	578	757	1,108
Halifax.....	510	619	489	3,896	5,312	5,621
Inverness.....				221	600	621
Kentville.....	193	116	202	867	2,433	2,251
Liverpool.....	5	8	7	261	524	674
New Glasgow.....	38	37	31	1,695	2,188	2,654
Springhill.....		6		700	1,197	474
Sydney.....	52	31	26	2,560	4,841	4,172
Truro.....	15	30	6	612	1,356	1,230
Yarmouth.....	65	71	62	720	1,722	2,389
New Brunswick	734	804	709	12,322	21,668	21,309
Bathurst.....	4	2	6	824	1,634	2,417
Campbellton.....	29	44	33	1,177	2,600	1,840
Edmundston.....	15	17	24	683	1,620	1,562
Fredericton.....	171	148	122	1,531	2,188	1,977
Minto.....	24	21	138	537	688	901
Moncton.....	224	320	239	2,425	3,838	4,332
Newcastle.....	1	1	2	1,127	2,712	2,135
Saint John.....	218	191	111	2,405	2,565	3,160
St. Stephen.....	14	16	4	801	1,768	1,453
Sussex.....	27	31	17	237	545	285
Woodstock.....	7	13	13	575	1,510	1,242
Quebec	6,850	8,973	5,292	94,199	167,137	159,624
Alma.....	13	38	50	1,455	2,529	1,752
Asbestos.....	21	28	13	305	1,757	1,139
Beauharnois.....	44	35	33	641	1,068	1,067
Buckingham.....	46	75	16	533	1,257	980
Causapscal.....	244	14	248	853	2,524	1,757
Chandler.....	13	13	4	282	1,537	736
Chicoutimi.....	109	99	75	1,610	2,129	1,661
Dolbeau.....	10	18	18	743	2,207	1,595
Drummondville.....	24	27	25	1,386	1,970	1,920
Farnham.....	50	168	17	631	858	1,879
Forestville.....	297	386	2	548	2,170	1,502
Gaspé.....	13	16	27	290	1,775	662
Granby.....	35	59	47	831	1,209	1,474
Hull.....	83	121	117	1,618	1,983	2,789
Joliette.....	88	117	117	2,016	3,167	3,171
Jonquière.....	30	91	51	1,375	2,654	2,097
Lachute.....	29	30	36	471	721	699
La Malbaie.....	11	60	154	487	1,654	1,247
La Tuque.....	166	179	216	592	830	752
Lévis.....	92	102	82	1,534	3,789	3,105
Louiseville.....	20	15	57	794	1,014	1,485
Magog.....	2			311	384	1,838
Maniwaki.....	33	21	9	250	773	940
Matane.....	29	12	7	592	1,856	2,054
Mégantic.....	13	3	15	415	1,297	931
Mont-Laurier.....	18	6	5	360	1,879	961
Montmagny.....	20	28	15	502	1,996	1,470
Montreal.....	3,276	4,625	2,519	39,670	59,133	59,477
New Richmond.....	11	8	5	397	1,454	1,044
Port Alfred.....	4	12	11	368	982	676
Quebec.....	609	773	535	7,093	12,132	10,998
Rimouski.....	45	137	59	1,309	3,497	2,611
Rivière du Loup.....	37	66	21	876	3,505	2,478
Roberval.....	30	30	32	819	1,763	1,507
Rouyn.....	42	19	58	1,860	4,291	4,361
Ste. Agathe.....	100	39	38	308	822	455
Ste. Anne de Bellevue.....	63	79	45	473	816	839
Ste. Thérèse.....	23	25	21	933	1,541	1,887
St. Hyacinthe.....	52	70	27	1,420	1,172	1,843
St. Jean.....	82	65	66	1,290	1,693	1,403
St. Jérôme.....	86	112	27	789	880	1,430
Sept Iles.....	167	212	80	864	1,737	1,193
Shawinigan.....	22	29	42	2,403	5,135	4,693
Sherbrooke.....	199	209	72	3,089	4,413	4,983
Sorel.....	61	83	22	1,067	2,406	1,998
Thetford Mines.....	49	67	44	907	2,097	1,672
Trois-Rivières.....	191	243	123	2,508	4,157	4,079
Val d'Or.....	23	25	22	1,185	1,635	2,767

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 2, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) July 2, 1959	Previous Month May 28, 1959	Previous Year July 3, 1958	(1) July 2, 1959	Previous Month May 28, 1959	Previous Year July 3, 1958
Quebec—Cont'd.						
Valleyfield.....	21	35	11	1,222	2,101	2,010
Victoriaville.....	21	33	22	974	1,709	2,210
Ville St. Georges.....	83	216	34	950	3,079	2,347
Ontario	10,804	12,146	8,413	107,391	147,292	170,042
Amprior.....	10	105	6	90	227	244
Barrie.....	32	49	68	857	1,086	1,063
Belleville.....	41	91	71	1,087	1,523	1,863
Bracebridge.....	323	263	209	355	800	638
Brampton.....	43	82	29	1,810	2,002	841
Brantford.....	111	125	56	1,377	1,639	3,251
Brockville.....	36	33	21	299	353	312
Carleton Place.....	13	18	18	121	250	220
Chatham.....	159	547	30	1,370	2,028	2,842
Cobourg.....	22	15	9	399	586	705
Collingwood.....	41	24	16	604	569	420
Cornwall.....	109	168	91	1,924	2,989	3,422
Elliot Lake.....	109	244	18	537	643	560
Fort Erie.....	15	45	40	329	505	462
Fort Frances.....	31	79	124	231	1,952	1,362
Fort William.....	135	79	38	1,161	1,952	1,362
Galt.....	110	112	38	800	1,179	1,727
Gananoque.....	11	18	21	147	184	214
Goderich.....	46	40	24	251	247	487
Guelph.....	54	51	24	1,119	1,463	1,680
Hamilton.....	837	786	565	7,483	11,480	14,603
Hawkesbury.....	13	21	29	685	711	795
Ingersoll.....	34	119	33	455	657	658
Kapuskasing.....	37	27	12	693	1,231	787
Kenora.....	36	34	11	311	463	374
Kingston.....	116	101	115	1,260	1,699	1,451
Kirkland Lake.....	80	83	46	805	985	1,119
Kitchener.....	193	142	173	1,165	1,617	2,547
Leamington.....	25	34	25	964	1,001	1,269
Lindsay.....	23	17	4	325	648	476
Listowel.....	19	25	47	129	242	471
London.....	656	704	404	2,929	3,773	4,571
Long Branch.....	298	284	164	2,786	2,836	3,248
Midland.....	31	54	8	322	413	400
Napanee.....	4	5	8	233	465	503
Newmarket.....	79	80	37	795	1,129	1,059
Niagara Falls.....	144	73	35	1,595	2,055	2,287
North Bay.....	15	41	50	1,328	1,513	1,267
Oakville.....	95	113	68	595	653	995
Orillia.....	33	35	37	489	547	1,076
Oshawa.....	170	170	108	2,521	2,221	3,942
Ottawa.....	936	1,302	967	3,503	4,719	5,252
Owen Sound.....	71	28	11	827	1,054	1,627
Parry Sound.....	3	1	1	212	386	280
Pembroke.....	98	123	144	836	1,385	1,650
Perth.....	28	25	49	361	463	450
Peterborough.....	115	202	91	1,467	2,472	3,484
Pictou.....	14	17	9	163	266	285
Port Arthur.....	194	266	378	2,144	3,512	3,027
Port Colborne.....	4	12	14	411	800	881
Prescott.....	21	29	18	469	643	686
Renfrew.....	9	10	11	350	441	601
St. Catharines.....	143	185	141	2,574	2,659	4,435
St. Thomas.....	70	86	71	680	924	1,123
Sarnia.....	122	48	92	1,753	2,156	2,568
Sault Ste. Marie.....	350	296	286	1,261	2,223	2,498
Simcoe.....	48	94	30	593	680	919
Sioux Lookout.....	12	5	7	112	315	175
Smiths Falls.....	12	43	21	261	313	366
Stratford.....	55	62	36	539	836	811
Sturgeon Falls.....	7	12	.....	411	1,103	874
Sudbury.....	234	253	227	2,476	4,285	4,979
Timmins.....	104	121	174	1,396	2,505	2,234
Toronto.....	3,111	3,166	2,335	29,746	41,505	43,436
Trenton.....	66	58	33	541	704	720
Walkerton.....	54	51	72	322	436	401
Wallaceburg.....	5	8	2	295	427	535
Welland.....	17	17	26	1,210	1,749	2,565
Weston.....	273	226	172	3,305	4,007	2,381
Windsor.....	166	241	72	5,918	6,867	13,938
Woodstock.....	73	78	10	466	630	1082
Manitoba	3,519	3,165	1,982	11,842	17,713	17,861
Brandon.....	350	276	278	774	1,350	1,178
Dauphin.....	23	17	64	433	950	781
Flin Flon.....	26	35	31	197	226	238
Portage la Prairie.....	59	71	36	508	780	787
The Pas.....	158	64	22	279	405	251
Winnipeg.....	2,903	2,702	1,551	9,651	14,002	14,626

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 2, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) July 2, 1959	Previous Month May 28, 1959	Previous Year July 3, 1958	(1) July 2, 1959	Previous Month May 28, 1959	Previous Year July 3, 1958
Saskatchewan	1,150	1,376	779	7,688	10,806	10,766
Estevan.....	39	52	43	323	322	399
Lloydminster.....	36	14		128	235	
Moose Jaw.....	177	178	98	738	707	874
North Battleford.....	38	40	37	301	582	766
Prince Albert.....	70	84	75	854	1,747	1,214
Regina.....	281	523	165	2,150	2,234	3,115
Saskatoon.....	319	297	213	1,780	2,396	2,390
Swift Current.....	105	83	37	276	378	298
Weyburn.....	21	29	19	165	236	225
Yorkton.....	64	76	92	973	1,969	1,485
Alberta	3,425	5,829	3,221	15,515	21,531	21,574
Blairmore.....	5	5	14	254	683	573
Calgary.....	1,071	1,575	1,085	4,146	5,049	5,887
Drumheller.....	28	28	15	433	587	507
Edmonton.....	1,765	2,547	1,574	8,032	11,977	11,145
Edson.....	23	34	3	285	515	488
Lethbridge.....	233	1,290	247	856	1,145	1,309
Medicine Hat.....	202	245	191	873	566	675
Red Deer.....	98	105	92	636	1,009	990
British Columbia	3,012	3,831	2,360	37,234	54,262	65,821
Chilliwack.....	190	59	90	958	1,005	1,491
Courtenay.....	27	49	10	604	762	1,555
Cranbrook.....	36	19	19	547	842	780
Dawson Creek.....	13	14	31	930	1,505	1,285
Duncan.....	17	31	20	427	522	1,272
Kamloops.....	33	39	20	437	1,093	1,189
Kelowna.....	27	29	56	612	1,048	960
Kitimat.....	57	4	22	173	248	374
Mission City.....	103	32	45	694	829	1,091
Nanaimo.....	28	41	17	776	915	2,165
Nelson.....	39	38	28	596	803	978
New Westminster.....	286	260	189	4,883	6,805	8,269
Penticton.....	36	41	14	693	1,292	1,030
Port Alberni.....	15	14	74	574	745	1,259
Prince George.....	80	125	79	1,273	3,075	2,045
Prince Rupert.....	39	36	42	645	1,135	951
Princeton.....	11	11	10	195	313	286
Quesnel.....	17			450		
Trail.....	53	60	43	715	987	892
Vancouver.....	1,424	2,552	1,146	16,075	24,213	31,493
Vernon.....	149	75	146	993	1,510	1,111
Victoria.....	232	261	222	3,556	4,117	4,876
Whitehorse.....	100	41	37	428	498	469
Canada	31,043	37,802	24,051	308,151	483,220	506,142
Males.....	14,579	19,758	11,011	193,774	342,605	350,897
Females.....	16,464	18,044	13,040	114,377	140,615	155,245

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1954—1959

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1958 (6 months).....	383,959	251,547	132,412	25,626	93,848	132,036	82,486	49,963
1959 (6 months).....	455,035	311,778	143,257	30,884	113,566	160,197	102,070	48,318

TABLE D-6—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES APRIL 1, TO JUNE 30, 1959

(Source: U.I.C. 751)

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario														
	Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements													
		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out												
Agriculture	2	2	68	100	47	.....	79	64	7	119	104	80	7	291	122	2,127	582	1,301	122	7,155	2,951	2,638	390							
Forestry	4	4	.....	2	2	.....	108	106	.....	1	859	554	11	131	1,039	6,854	4,436	100	1,039	2,672	2,485	15	38							
Fishing and Trapping				1	1	.....	19	13	.....	3	34	34	.....	.....	.....	13	13	.....	.....	8	4	.....	.....					
Mining, Quarrying and Oil Wells	123	60	20	.....	.....	.....	74	65	.....	7	55	41	14	1	99	1,084	686	152	99	1,716	969	8	122							
Metal Mining.....	123	60	20	.....	.....	.....	74	65	.....	7	55	41	14	1	99	1,084	686	152	99	1,716	969	8	122							
Fuel Mining.....	.....	.....	.....	.....	.....	.....	57	54	.....	2	40	29	10	.....	2	413	242	.....	94	1,516	809	4	106							
Non-Metal Mining.....	.....	.....	.....	.....	.....	.....	15	10	.....	.....	.....	.....	.....	.....	.....	594	386	152	3	6	2	5								
Quarrying, Clay and Sand Pits.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	5	2	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Prospecting.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	2	2	.....	.....	.....	12	9	.....	.....	23	17	1	9							
Manufacturing	238	33	182	2	169	111	1,916	1,653	167	18	1,159	928	112	11	796	21,082	16,131	953	796	32,295	23,205	3,750	1,020							
Food and Beverages.....	15	9	1	111	71	24	282	216	52	1	128	83	13	.....	.....	2,575	2,120	51	315	3,896	2,500	551	153							
Tobacco and Tobacco Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	99	85	.....	.....	97	50	16	6							
Rubber Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	284	214	.....	.....	468	315	48	37							
Leather Products.....	2	2	.....	.....	.....	.....	4	2	.....	1	5	1	.....	.....	.....	941	667	106	4	663	519	29	9							
Textile Products (except clothing).....	7	2	.....	1	1	.....	3	2	.....	2	22	1	.....	.....	.....	1,559	1,222	31	13	977	733	79	27							
Clothing (textile and fur).....	4	4	.....	.....	.....	.....	80	71	.....	.....	46	81	1	.....	.....	4,342	3,356	56	6	1,659	1,227	58	68							
Wood Products.....	5	2	.....	9	3	2	154	125	22	1	273	259	6	1	.....	1,806	1,467	93	10	2,317	1,708	315	34							
Paper Products.....	179	.....	178	.....	.....	.....	3	.....	.....	.....	49	42	.....	.....	.....	1,262	1,019	90	7	1,534	1,066	267	28							
Printing, Publishing and Allied Industries.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Iron and Steel Products.....	11	7	.....	3	1	.....	257	210	49	3	330	277	8	9	.....	1,891	1,470	62	39	7,326	5,601	530	385							
Transportation Equip- ment.....	3	2	.....	2	1	.....	996	928	11	8	198	122	60	.....	.....	1,824	1,377	187	31	3,594	2,797	183	122							
Non-Ferrous Metal Products.....	.....	.....	.....	.....	.....	.....	11	6	1	.....	24	8	5	.....	.....	1,018	563	10	320	1,366	1,009	160	20							
Electrical Apparatus and Supplies.....	2	1	.....	.....	.....	.....	19	24	.....	3	6	.....	6	.....	.....	722	547	27	38	1,947	1,449	157	47							
Non-Metallic Mineral Products.....	5	3	.....	4	4	.....	59	32	22	.....	19	17	.....	.....	.....	445	362	29	2	1,288	952	173	19							
Products of Petroleum and Coal.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Chemical Products.....	5	1	3	37	30	5	19	21	3	.....	33	22	9	.....	.....	738	488	84	1	1,562	1,131	260	23							
Miscellaneous Manufac- turing Industries.....	.....	.....	.....	.....	.....	.....	4	1	.....	.....	5	4	1	.....	.....	765	585	30	3	1,466	1,128	107	23							

TABLE D-6—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES APRIL 1, TO JUNE 30, 1959

(SOURCE: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Placements		Va- can- cies Noti- fied		Placements		Va- can- cies Noti- fied		Placements		Va- can- cies Noti- fied		Placements		Va- can- cies Noti- fied		Placements		Va- can- cies Noti- fied		Placements			
	Reg- ular	Cas- ual	Trans- fers out	Trans- fers out	Reg- ular	Cas- ual	Trans- fers out	Trans- fers out	Reg- ular	Cas- ual	Trans- fers out	Trans- fers out	Reg- ular	Cas- ual	Trans- fers out	Trans- fers out	Reg- ular	Cas- ual	Trans- fers out	Reg- ular	Cas- ual	Trans- fers out		
Construction..... General Contractors..... Special Trade Con- tractors.....	632	432	34	16	1,017	628	136	98	1,734	1,116	99	94	11,672	9,412	805	327	17,391	13,443	1,990	470				
	633	392	27	16	710	471	74	65	1,544	1,003	80	83	7,507	5,942	595	254	11,950	9,430	1,258	346				
	60	40	7	.....	307	157	62	33	190	137	19	11	4,165	3,470	210	73	5,441	4,013	732	124			
Transportation, Storage and Communication..... Transportation..... Storage..... Communication.....	30	22	.....	1	299	126	120	64	515	314	41	38	5,495	2,077	3,135	183	7,233	3,927	2,337	166			
	13	7	.....	1	240	91	108	62	476	296	33	36	5,156	1,877	3,021	155	5,826	3,010	2,117	89			
	17	15	.....	.....	40	34	9	.....	22	16	3	2	178	160	4	28	527	373	55	1	
Public Utility Operation Trade..... Wholesale..... Retail.....	26	26	.....	.....	21	13	.....	.....	18	14	3	.....	182	187	12	1	678	544	44	8
	282	172	57	.....	1,303	756	294	10	936	531	240	7	9,070	5,847	1,188	32	17,697	10,339	3,652	201			
	53	35	6	484	229	182	7	319	166	118	2	2,886	1,732	553	2	6,042	3,312	1,682	75			
Finance, Insurance and Real Estate..... Service..... Community or Public Service..... Government Service..... Recreation Service..... Business Service..... Personal Service.....	229	137	51	.....	819	527	112	3	617	365	122	7	6,154	4,115	635	30	11,655	1,027	1,970	126			
	25	11	1	.....	184	91	15	2	126	79	6	.....	1,331	899	50	5	2,415	1,515	106	33		
	721	323	84	.....	3,548	1,937	1,014	90	2,887	1,451	930	21	23,794	13,661	5,436	177	38,146	19,099	10,712	428			
Totals..... Men..... Women.....	35	17	.....	.....	191	96	44	2	195	100	58	.....	1,563	1,123	90	5	3,047	1,697	343	38	
	485	232	15	.....	1,313	1,092	49	58	731	627	37	17	4,019	3,741	172	77	7,322	6,212	508	220			
	6	1	.....	.....	22	20	47	2	72	37	40	.....	1,825	1,485	231	5	1,793	1,736	788	12	
Totals..... Men..... Women.....	7	4	.....	.....	75	26	21	20	75	42	23	.....	1,460	1,025	208	4	2,320	1,361	218	69	
	188	69	67	.....	1,877	703	853	8	1,814	661	772	4	15,907	7,290	4,735	86	23,664	9,083	8,857	89			
	2,144	1,085	358	107	8,568	5,452	1,753	412	8,492	5,166	1,463	594	82,704	53,934	13,432	2,781	127,406	78,481	25,392	2,876				
Totals..... Men..... Women.....	1,750	864	332	107	7,737	3,793	1,111	398	6,130	3,921	990	588	66,074	38,634	8,715	2,715	86,744	53,676	18,900	2,455				
	394	221	6	.....	2,831	1,659	639	14	2,297	1,245	473	6	26,630	15,300	4,417	66	40,662	22,805	6,492	421			

¹ Current and deferred vacancies reported during the period.

TABLE D-6—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES APRIL 1, TO JUNE 30, 1959

(Source: U.I.C. 751)

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada		
	Placements			Placements			Placements			Placements			Placements		
	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out
Agriculture	748	497	30	4	1,439	1,132	34	459	3,283	2,789	72	62	8,449	1,662	6,420
Forestry	65	52	2		13	12	1		166	146	6		1,071	841	57
Fishing and Trapping	7	1			2	1			2	3			40	28	3
Mining, Quarrying and Oil Wells	229	180	2	14	195	175	9	38	946	719	27	58	371	295	12
Metal Mining.....	188	146	2	10	10	7		15	140	101		4	205	155	11
Fuels.....	5	9		2	96	70		23	538	396	14	29	17	16	1
Non-Metal Mining.....					50	58	2		58	58			111	96	
Quarrying, Clay and Sand Pits.....	23	14		2	17	16			20	11			13	11	
Prospecting.....	13	11			22	24			188	153	8	25	25	17	
Manufacturing	5,042	3,278	971	8	1,186	865	169	26	3,252	2,306	497	12	6,649	4,923	485
Foods and Beverages.....	722	498	153	2	354	272	57	1	720	466	179		943	766	92
Tobacco and Tobacco Products.....	1	1							4	3					
Rubber Products.....	20	18													
Leather Products.....	78	55	4												
Textile Products (except clothing).....	87	57			8	4			12	11			6	2	
Clothing (textile and fur).....	1,021	692	84		49	51	2		96	86	1		30	21	3
Wood Products.....	497	270	132		107	70	28		333	227	32		200	136	8
Paper Products.....	91	63	11		18	12	5	2	68	42	7		3,160	2,446	171
Printing, Publishing and Allied Industries.....	286	122	95		37	27	8		147	104	19		189	112	27
Iron and Steel Products.....	1,090	683	269	6	163	121	26		686	513	96		477	307	56
Transportation Equipment.....	272	209	11		136	93	5	1	200	141	1		384	263	35
Non-Ferrous Metal Products.....	115	89	17		33	1			98	98	6		384	303	4
Electrical Apparatus and Supplies.....	148	69	52		14	10			39	39			74	66	12
Non-Metallic Mineral Products.....	263	168	49		151	120	7		403	335	25		124	80	25
Products of Petroleum and Coal.....	143	15	16		28	21		17	95	32			88	23	
Chemical Products.....	166	134	60		60	33	9	3	257	139	102	1	89	61	10
Miscellaneous Manufacturing Industries.....	144	103	15		19	17			59	36	3		77	47	3
Construction	3,310	2,318	274	399	2,216	1,703	259	14	3,809	3,044	344	17	2,991	2,098	448
General Contractors.....	2,453	1,688	159	386	1,526	1,239	135	13	2,527	2,048	212	10	2,159	1,552	327
Special Trade Contractors.....	557	630	115	13	690	464	124	1	1,282	996	132	7	832	546	111
Transportation, Storage and Communication	2,427	1,425	348	222	1,206	836	169	134	1,693	1,086	271	64	1,543	953	304
Transportation.....	1,786	1,282	198	215	1,036	741	116	123	1,282	922	144	63	1,288	804	260
Storage.....	246	75	146	1	94	41	49		196	72	105		138	75	37
Communication.....	95	68	4	6	76	54	4		215	92	22	1	117	74	7

TABLE D-6—VACANCIES¹ AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES APRIL 1, TO JUNE 30, 1959
(Source: U.I.C. 751)

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada		
	Placements			Placements			Placements			Placements			Placements		
	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Va- can- cies Noti- fied	Reg- ular	Trans- fers out
Public Utility Operation	128	100	2	97	64	2	330	344	13	2	137	107	1,675	1,407	83
Trade	4,621	2,019	1,531	2,755	1,571	807	5,147	2,822	1,350	5	4,568	2,479	46,665	26,690	10,012
Wholesale.....	2,452	977	1,061	1,013	492	423	2,189	1,071	790	1	1,673	769	17,179	8,522	5,283
Retail.....	2,169	1,042	470	1,742	1,079	384	2,958	1,751	540	4	2,895	1,710	29,486	17,868	4,729
Finance, Insurance and Real Estate	518	278	33	268	183	12	682	413	33	.....	931	564	6,499	4,016	295
Service	7,497	2,892	2,767	5,540	2,901	1,311	11,201	5,340	2,853	59	11,910	6,867	105,983	54,815	27,585
Community or Public Service.....	721	417	81	769	421	79	1,144	579	75	26	992	606	8,700	5,084	861
Government Service.....	1,283	1,162	58	1,538	1,225	29	2,100	2,073	34	22	3,008	2,522	22,008	19,047	1,008
Recreation Service.....	568	127	304	120	39	64	199	107	54	.....	213	132	3,892	1,670	1,583
Business Service.....	298	145	39	263	164	22	1,291	708	148	.....	975	562	6,786	4,038	805
Personal Service.....	4,637	1,031	2,285	2,850	1,052	1,117	6,467	1,873	2,542	8	6,722	3,045	64,597	24,976	23,328
Totals	24,292	13,039	5,930	14,917	9,443	2,764	39,561	19,012	5,446	279	38,660	20,817	339,562	207,471	67,495
Men.....	18,734	9,306	3,722	10,236	6,853	1,873	19,969	13,965	3,573	222	20,819	12,855	224,291	146,696	41,479
Women.....	5,558	3,724	2,498	4,681	2,569	891	10,661	5,047	1,873	57	17,841	7,962	115,271	60,865	23,016
850															

¹ Current and deferred vacancies reported during the period.

E—Unemployment Insurance

TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JUNE 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit \$
Newfoundland.....	7.9	34,696	736,944
Prince Edward Island.....	0.6	2,639	47,146
Nova Scotia.....	11.5	50,683	1,062,097
New Brunswick.....	8.4	37,053	731,534
Quebec.....	64.4	283,429	5,870,785
Ontario.....	63.6	279,957	6,004,879
Manitoba.....	6.9	30,377	584,049
Saskatchewan.....	4.1	17,918	369,185
Alberta.....	9.1	39,868	828,113
British Columbia.....	20.5	90,034	1,922,417
Total, Canada, June 1959.....	197.0	866,654	18,157,149
Total, Canada, May 1959.....	485.8	1,943,207	40,446,281
Total, Canada, June 1958.....	425.1	1,785,342	36,992,241

TABLE E-2—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, JUNE 30, 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Duration on the Register (weeks)							Percent- age Postal	June 30, 1958 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	220,548	NOT AVAILABLE							32.8	445,487
Male.....	137,152								35.4	314,910
Female.....	83,396								28.6	130,577
Excluding T.....	199,868	54,329	20,603	30,083	23,981	18,466	15,090	37,316	32.4	405,997
Prairie M.....	125,014	36,126	12,830	18,432	15,045	11,867	9,393	21,321	34.6	287,856
Provinces F.....	74,854	18,203	7,773	11,651	8,936	6,599	5,697	15,995	28.7	118,141
Newfoundland.....	5,825	883	529	1,133	725	580	498	1,477	71.5	13,816
Male.....	4,928	733	454	1,017	618	486	408	1,212	75.4	12,587
Female.....	897	150	75	116	107	94	90	265	49.9	1,229
Prince Edward Island....	647	163	62	97	70	51	41	163	60.7	1,660
Male.....	405	107	35	59	42	29	28	105	65.7	1,167
Female.....	242	56	27	38	28	22	13	58	52.5	493
Nova Scotia.....	11,569	3,099	1,590	1,778	1,299	834	640	2,329	33.1	26,410
Male.....	9,111	2,584	1,377	1,404	1,044	601	450	1,651	31.6	22,516
Female.....	2,458	515	213	374	255	233	190	678	38.5	3,894
New Brunswick.....	8,660	1,796	812	1,489	1,529	920	570	1,544	51.8	19,410
Male.....	6,377	1,362	558	1,100	1,270	724	401	962	55.8	15,543
Female.....	2,283	434	254	389	259	196	169	582	40.8	3,867
Quebec.....	72,518	19,431	7,483	11,326	9,340	7,198	4,793	12,947	31.9	144,823
Male.....	46,579	12,823	4,618	6,913	6,145	5,078	3,069	7,933	35.6	103,287
Female.....	25,939	6,608	2,865	4,413	3,195	2,120	1,724	5,014	25.2	41,536
Ontario.....	77,628	22,194	7,766	10,831	8,453	6,951	6,914	14,519	28.3	145,304
Male.....	43,485	13,800	4,233	5,741	4,349	3,897	4,228	7,237	27.5	92,332
Female.....	34,143	8,394	3,533	5,090	4,104	3,054	2,686	7,282	29.2	52,972
Manitoba.....	6,803								26.9	14,730
Male.....	3,607								33.1	9,440
Female.....	3,196								19.8	5,290
Saskatchewan.....	4,175								46.3	7,280
Male.....	2,285								54.0	4,718
Female.....	1,890								36.9	2,562
Alberta.....	9,702								41.0	17,480
Male.....	6,246								46.9	12,896
Female.....	3,456								30.3	4,584
British Columbia.....	23,021	6,763	2,361	3,429	2,565	1,932	1,634	4,337	29.5	54,574
Male.....	14,129	4,717	1,555	2,198	1,577	1,052	809	2,221	30.1	40,424
Female.....	8,892	2,046	806	1,231	988	880	825	2,116	28.6	14,150

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
JUNE, 1959**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,913	1,477	1,436	4,076	3,282	794	593
Prince Edward Island.....	281	202	79	245	168	77	71
Nova Scotia.....	10,883	4,476	6,407	10,302	8,977	1,325	1,560
New Brunswick.....	3,372	2,194	1,178	3,556	2,466	1,090	809
Quebec.....	32,017	19,757	12,260	30,787	22,898	7,889	8,761
Ontario.....	37,610	23,057	14,553	37,662	26,981	10,681	9,186
Manitoba.....	2,879	1,982	897	3,013	2,081	932	441
Saskatchewan.....	1,700	1,127	573	1,780	1,230	550	401
Alberta.....	4,034	2,639	1,395	4,259	3,027	1,232	1,236
British Columbia.....	11,391	7,011	4,380	11,827	7,944	3,883	2,601
Total, Canada, June 1959.....	107,080	63,922	43,158	197,507	79,054	28,453	25,659
Total, Canada, May 1959.....	134,389	86,997	47,392	145,714	118,597	27,117	26,086
Total, Canada, June 1958.....	155,754	90,769	64,985	155,695	136,704	18,991	41,950

* In addition, revised claims received numbered 26,782.

† In addition, 28,326 revised claims were disposed of. Of these, 2,024 were special requests not granted and 1,030 were appeals by claimants. There were 3,733 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of	Total	Employed	Claimants
1959—May.....	3,887,200	3,607,800	279,400
April.....	4,134,000	3,523,200	610,800
March.....	4,239,000	3,472,100	766,900
February.....	4,248,000	3,452,000	796,000
January.....	4,257,000	3,471,900	785,100
1958—December.....	4,265,000	3,550,000	715,000
November.....	4,060,000	3,640,800	419,200
October.....	3,987,000	3,663,500	323,500
September.....	4,000,000	3,717,400	282,600
August.....	4,015,000	3,720,400	294,600
July.....	4,024,000	3,723,200	300,800
June.....	4,149,000	3,703,500	445,500
May.....	4,055,000	3,617,000	438,000†

* Revised on basis of June 1, 1958 book renewal.

† The number of persons reporting to local offices as claimants during the first two weeks of book renewal.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMERS PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1958—July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.9	139.1	109.6	120.5	130.6
September.....	125.6	122.0	139.4	109.5	120.8	131.5
October.....	126.0	123.4	139.6	109.9	113.2	131.8
November.....	126.3	123.2	139.8	110.4	121.5	133.1
December.....	126.2	122.2	139.9	110.5	122.0	133.4
1959—January.....	126.1	122.3	140.2	109.2	121.8	133.4
February.....	125.7	121.2	140.2	108.8	122.0	133.4
March.....	125.5	120.0	140.3	109.4	122.3	133.4
April.....	125.4	119.3	140.5	109.6	122.6	133.7
May.....	125.6	118.5	141.0	109.7	122.5	134.9
June.....	125.9	119.1	141.5	109.2	122.5	135.4
July.....	125.9	119.2	141.7	109.7	122.7	130.4
August.....	126.4	120.5	141.9	109.7	122.6	135.3

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA
AT THE BEGINNING OF JULY 1959**

(1949 = 100)

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	July 1958	June 1959	July 1959					
(1) St. John's, Nfld.....	112.7	114.7	115.0	113.6	114.8	104.2	109.5	127.0
Halifax.....	122.8	125.6	125.5	114.5	133.6	118.8	129.2	138.2
Saint John.....	124.7	126.9	127.0	118.0	136.5	116.6	123.8	142.2
Montreal.....	125.0	126.1	126.2	122.8	144.6	105.4	119.6	136.2
Ottawa.....	125.4	126.2	126.6	118.3	146.8	112.9	121.4	136.2
Toronto.....	128.4	128.5	128.1	117.7	153.7	113.3	123.5	135.3
Winnipeg.....	122.6	123.1	123.1	117.6	132.0	115.6	118.6	131.7
Saskatoon—Regina.....	121.9	122.6	122.7	118.5	123.0	119.7	123.9	128.0
Edmonton—Calgary.....	121.3	122.2	122.6	117.0	125.1	117.3	123.0	131.3
Vancouver.....	124.6	127.1	126.7	119.4	138.1	113.7	129.9	135.2

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on this series see page 542, May issue.

TABLE G-1.—STRIKES AND LOCKOUTS, 1954-1959

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1954.....	156	174	62,250	1,475,200	0.15
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,881	0.14
*1958.....	251	260	107,497	2,879,120	0.24
*1958: July.....	26	46	6,078	84,330	0.08
August.....	25	54	18,495	255,360	0.25
September.....	26	56	48,444	491,280	0.49
October.....	19	48	41,537	857,390	0.85
November.....	28	49	26,898	281,525	0.28
December.....	5	31	18,129	243,105	0.24
*1959: January.....	14	38	13,739	158,730	0.16
February.....	9	29	7,068	123,175	0.12
March.....	16	31	20,973	95,430	0.10
April.....	12	22	8,747	72,340	0.07
May.....	20	32	5,359	60,825	0.06
June.....	30	43	8,432	57,320	0.06
July.....	26	42	41,417	685,505	0.65

* Preliminary.

TABLE G-2.—STRIKES AND LOCKOUTS JULY 1959, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	3	27,036	594,850
Fishing.....	1	5,000	30,000
Mining.....	1	253	3,300
Manufacturing.....	14	5,884	38,460
Construction.....	14	3,043	17,575
Transportation, etc.....	3	66	720
Public utilities.....			
Trade.....	3	91	250
Service.....	3	44	350
All industries.....	42	41,417	685,505

TABLE G-3.—STRIKES AND LOCKOUTS JULY 1959, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....			
New Brunswick.....			
Quebec.....	8	1,790	12,385
Ontario.....	18	2,102	21,955
Manitoba.....			
Saskatchewan.....	2	210	2,165
Alberta.....			
British Columbia.....	13	37,288	648,650
Federal.....	1	27	350
All jurisdictions.....	42	41,417	685,505

TABLE G-4.—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1959

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			July	Accu- mulated		
LOGGING— Logging and Sawmill Operations. Coastal and Lower Mainland, B.C.	Woodworkers, various locals (AFL-CIO/CLC)	27,000	594,000	594,000	July 6	Wages~
FISHING— Fisheries Association of B.C. British Columbia Coast.	United Fishermen Loc. 44 (Ind.)	5,000	30,000	30,000	July 25	Salmon prices~
MINING— Marmoraton Mining Co., Marmora, Ont.	Steelworkers Loc. 4854 (AFL-CIO/CLC)	253	3,300	3,300	July 15	Wages, fringe benefits~
MANUFACTURING— Food and Beverages— Catelli Food Products, Laprarie and Montreal, Que.	Bakery Wkrs. Loc. 333 (CLC)	455	6,825	11,830	June 18 July 20	Seniority, union shop~ Return of workers, re- cognition of union as bargaining agent.
Fisheries Association of B.C. British Columbia Coast	United Fishermen, various locals (Ind.)	3,700	9,250	9,250	July 29	Wages, working con- ditions~
Iron and Steel Products— W. C. Wood Co., Guelph, Ont.	United Electrical Wkrs. Loc. 544 (Ind.)	112	2,460	10,095	Apr. 3	Cost of living, seniority rates, bonus system~
John Inglis Co., Toronto Ont.	Steelworkers Loc. 2900 (AFL-CIO/CLC)	685	9,590	9,590	July 14	Wages~
Transportation Equipment Eleven Automobile Dealers and Garages, Vancouver, B.C.	Machinists, Loc. 1857 (AFL-CIO/CLC)	621	5,265	5,265	July 13 July 30	Retroactive pay, shift differential~5% increase this year and next, with maximum 10¢ each year.
Electrical Apparatus and Supplies— Robbins & Myers Co. of Canada, Brantford, Ont.	Auto Wkrs. Loc. 397 (AFL-CIO/CLC)	122	2,685	6,420	May 21	Wages~
CONSTRUCTION— General Contractors Association British Columbia.	Bridge Structural Wkrs. Loc. 97 (AFL-CIO/CLC)	200	4,400	4,980	June 22	Wages, reduction in travel time~
Lumms Co. of Canada, Ville d'Anjou, Que.	Teamsters Loc. 106 (CLC)	1,113	3,340	5,565	June 29 July 7	Union recognition~ Union to be recognized.
Plastering Contractors, Ottawa, Ont.	Plasterers Loc. 124 (AFL-CIO/CLC)	200	600	1,000	June 29 July 7	Retroactive pay~Two months' retroactive pay.
Foundation Co. of Canada, Waterloo, Ont.	Carpenters, Bricklayers and Plasterers (AFL-CIO/CLC)	100	250	250	July 3 July 7	Employment of non- union roofers~Return of workers with the assur- ance that only union mem- bers would be hired.
Fourteen Construction Firms, Prince Albert, Sask.	Hod Carriers Loc. 532 (AFL-CIO/CLC)	165	1,650	1,650	July 6 July 20	Wages~5¢ an hour in- crease.
General Contractors Association, Vancouver, B.C.	Plasterers Loc. 919 (AFL-CIO/CLC)	250	1,500	1,500	July 10 July 20	Wages~28¢ an hour in- crease spread over two years.
Insulation Contractors Association, Montreal, Que.	Asbestos Wkrs. Loc. 58 (AFL-CIO/CLC)	400	3,200	3,200	July 22 July 31	Wages~15¢ an hour in- crease retroactive to April 1, 1959; 10¢ from April 1960; 5¢ from July 1960.
Windsor Sheet Metal Contractors. Windsor, Ont.	Sheet Metal Wkrs. Loc. 235, (AFL-CIO/CLC)	450	1,150	1,150	July 28	Wages~

Explanatory Note to "Manpower Situation in Local Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local labour market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9 or 13.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service.

This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the classification of labour market areas on page 877.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the name places appearing in the table giving the classifications of labour market areas and in the map include several local office areas, as follows: Montreal includes Montreal and Ste. Anne de Bellevue; Lac St. Jean District includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and St. Joseph d'Alma; Gaspé District includes Causapscal, Chandler, Gaspé, Matane and New Richmond; Quebec-North Shore includes La Malbaie, Forestville and Sept Isles; Sherbrooke includes Sherbrooke and Magog; Trois Rivières includes Trois Rivières and Louiseville; Toronto includes Oakville, New Toronto, Toronto and Weston; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Vancouver, New Westminster and Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

Explanatory Notes to "Current Labour Statistics"

(a) These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (About 30,000 households chosen by area sampling methods in approximately 110 different areas in Canada are visited each month). The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that had jobs or that did not have jobs and was seeking work during the survey week.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

Here's VALUE

**A 50% Reduction under This Special
GROUP SUBSCRIPTION OFFER**

A 12 MONTHS' SUBSCRIPTION

TO THE

LABOUR GAZETTE

**For
Only**

\$1.00

**Per
Subscription**

FOR GROUPS OF FIVE OR MORE SUBSCRIBERS

Cut the regular price in half by ordering five or more subscriptions at the same time. This offer is designed so that a union local can subscribe for its members, a company for its foremen and personnel officers, a university class for all students in labour relations, labour law, or labour economics.



A list of names and addresses of subscribers must accompany each order
(A form is provided overleaf)



Send remittance by cheque or postal money order, payable to the
Receiver General of Canada, to Circulation Manager, LABOUR GAZETTE,
Department of Labour, Ottawa.

Please send the LABOUR GAZETTE to the following persons:

I am enclosing the amount of (\$1.00 per subscription).

(Organization)

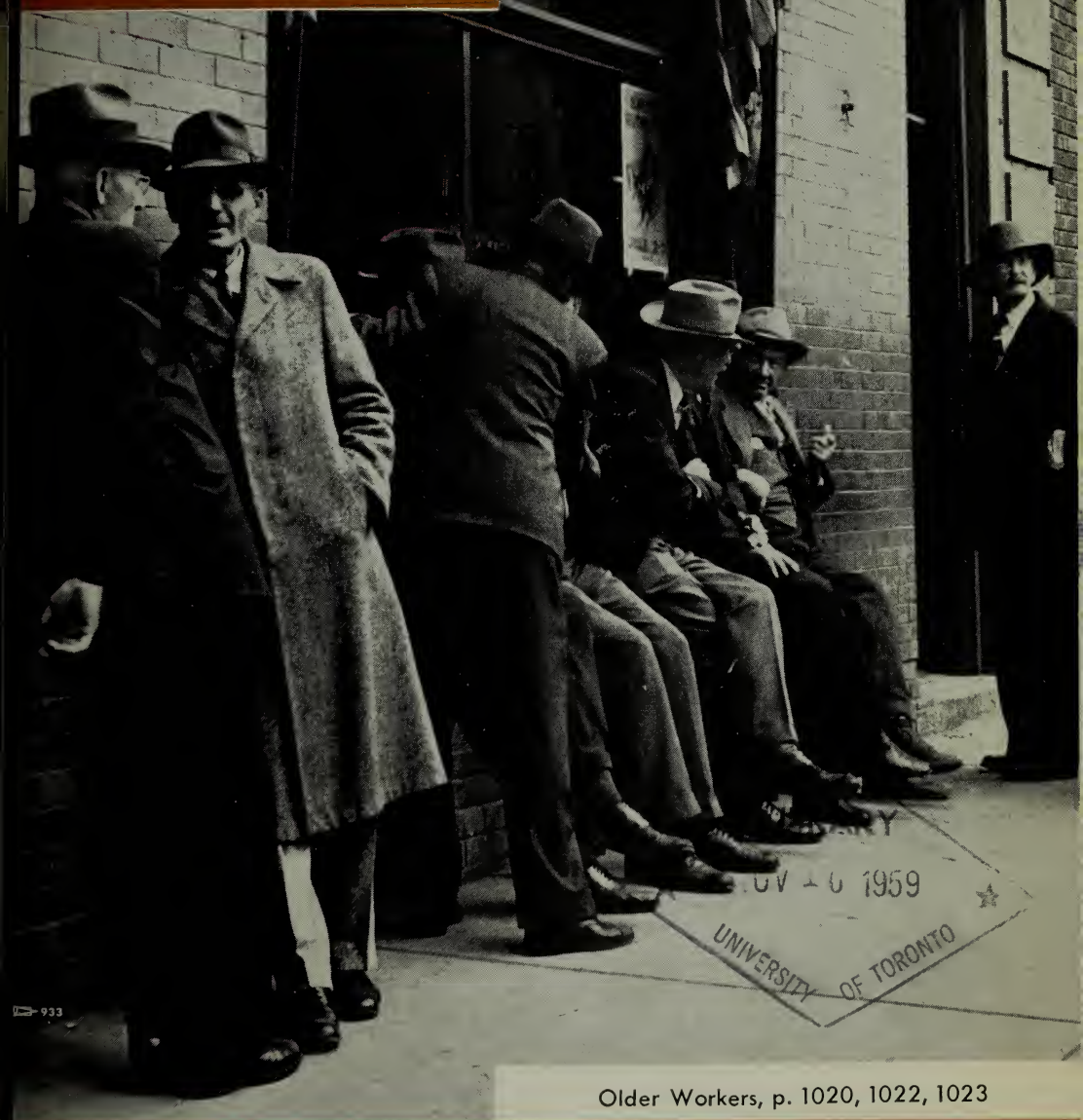
(Secretary-Treasurer



CANADA

THE

LABOUR AZETTE



Older Workers, p. 1020, 1022, 1023

Published Monthly by the

DEPARTMENT OF LABOUR

CANADA

Vol. LIX

No. 10

OCTOBER 30, 1959

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor

W. S. Drinkwater

Editor, French Edition

Guy de Merlis

Assistant Editor

W. R. Channon

Circulation Manager

J. E. Abbey

Cover Photograph

National Film Board

Vol. LIX, No. 10	CONTENTS	October 30, 1959
Employment Review		993
Collective Bargaining Review		1006
Notes of Current Interest		1012
Ageing Worker in the Canadian Economy		1020
Age and Performance in Retail Trade		1022
Clauses in Collective Agreements Dealing with Older Workers		1023
Labour Relations and Trade Union Legislation in Canada in 1959		1028
McGill University's 11th Annual Industrial Relations Conference		1032
Industrial Fatalities in Canada, Second Quarter of 1959		1041
Five Broadcasts on Older Worker Problem		1044
Jewish Vocational Service, Toronto		1045
The Teen-Aged Girl in Employment		1046
50 Years Ago This Month		1047
Teamwork in Industry		1048
Industrial Relations:		
Certification Proceedings		1049
Conciliation Proceedings		1054
Labour Law:		
Labour Legislation Enacted in 1959		1068
Legal Decisions Affecting Labour		1079
Recent Regulations under Provincial Legislation		1083
Unemployment Insurance:		
Monthly Report on Operation		1086
Decisions of the Umpire		1087
Labour Conditions in Federal Government Contracts		1092
Prices and the Cost of Living		1098
Publications Recently Received in Department's Library		1100
Labour Statistics		1106

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Current Situation

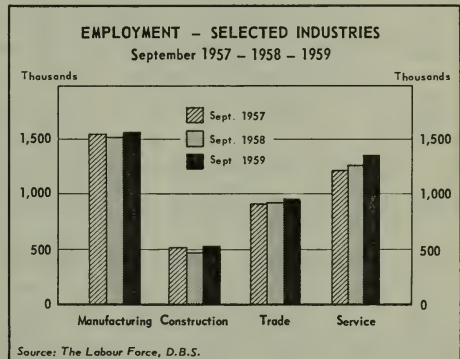
For the second successive month total employment (seasonally adjusted) expanded less rapidly than during the spring and early summer months. Between August and September the number of persons with jobs fell seasonally by 108,000 to 6,078,000. After allowance for average seasonal changes, estimated employment in September was only slightly above the June level. The September estimate was up 3 per cent over a year earlier.

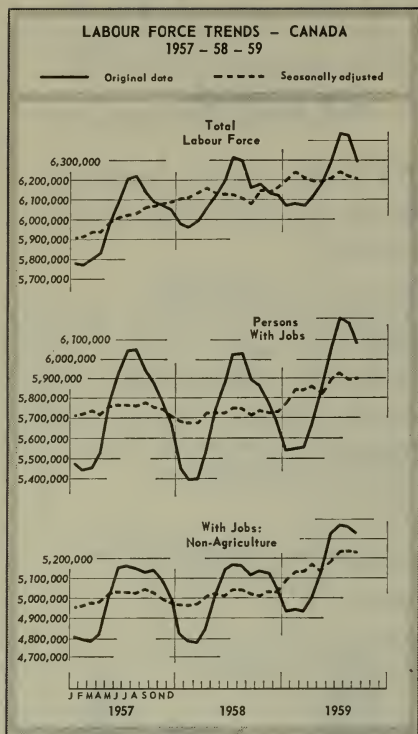
Currently, total employment is estimated to be 2 per cent above the record peak of two years ago. Almost all major industries (mining and agriculture are exceptions) and all regions have recovered to their pre-recession levels, but the growth over this two-year period is attributable in large part to an expansion of service activity (see chart). Employment increases in health and education have been particularly large in the past year, while government business and personal service have shown smaller, but still substantial, gains. In September the service industry as a whole accounted for 23 per cent of total employment compared with 21 per cent two years earlier.

The continued expansion of the service industry has been supported over the past year by a strong recovery in primary steel and steel products and in the manufacturing of most consumer goods, especially durables. The advance in manufacturing as a whole has been retarded by declines, or lagging upturns, in aircraft manufacturing, railway rolling stock and shipbuilding, and heavy electrical apparatus.

The September Labour Force

Two thirds of the employment decline over the month resulted from a seasonal drop in agricultural activity. In non-agricultural industries there were declines in temporary summer employment, mainly in trade, manufacturing and construction. Offsetting employment gains resulted from the return of teaching staffs, which was largely responsible for an increase of more than 50,000 over the month in service employment. The net result of these changes was a moderate decline of 34,000 in non-farm employment, an amount consistent with the customary seasonal pattern. It left the non-farm employ-





ment total at 5,328,000, about 4 per cent higher than last year.

The seasonal disappearance of more than 100,000 jobs was accompanied by an even greater drop in the size of the labour force. This was caused principally by the heavy withdrawal of available workers that is generally associated with the beginning of the school year. An estimated 192,000 workers under 25 years of age dropped out of the labour force between August and September. The number of workers in the older age groups increased by 58,000. The proportion of the non-institutional population participating in the labour force dropped from 55.4 per cent to 54.2 per cent, about the same level as last year.

Unemployment reached its low point for the year in September, and was lower than the year before in almost all parts of the country. The number of persons without jobs and seeking work fell to 213,000 in September, some 60,000 fewer than a year ago. With the return to work of automobile work-

ers in Ontario, the number of workers on temporary layoff was reduced to 12,000, down slightly from last year. Short time was also reduced, the number of persons working less than a full week because of short time numbering some 31,000, only about 60 per cent of the year-earlier figure. This has its counterpart in the length of the average work week in manufacturing, which, at mid-summer, was up a half hour from a year earlier.

Persons under 25 years of age have experienced the heaviest unemployment relative to their total numbers and recent changes in unemployment have affected this group more than others. In the third quarter of 1959, 43 per cent of job seekers were under 25 years, 34 per cent were from 25-44 years old, and 22 per cent were over 45. Four out of every ten job seekers were single. Eight out of every ten were men.

Of the 26,000 decline in the number of job seekers between August and September, men accounted for 22,000. The change was greatest for those under 25 and more moderate for the 25-44 group, while the number of unemployed over 45 showed no change over the month.

In September, persons without jobs had been seeking work for an average of 3.6 months, half a month less than in August. Once again the largest drop was among males under 25 years. In the over-45 group there was little or no change in either the number of job seekers or the length of their unemployment.

Duration of unemployment was down even more sharply compared with last year. In September 1959, some 59,000, representing 18 per cent of the total, had been seeking work for 4 months or more. In September last year, 96,000, or 35 per cent of the total, had been seeking work for this length of time.

Economic Trends

Additional light on the nature of the business recovery in 1959 is shed by the production and income estimates of the Dominion Bureau of Statistics. The estimated value of non-farm output (seasonally adjusted) rose by 2 per cent in the second quarter to a level about 8 per cent higher than in the second quarter of 1958. The increase was fractionally higher than the first quarter advance and it carried the Gross National Product to an annual rate of \$34.7 billion.

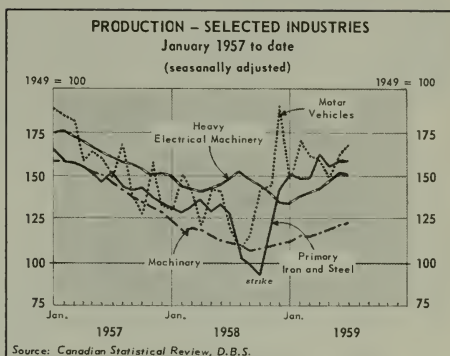
More than half the increase in total output stemmed from a sharp rise in exports of goods and services. Exports of forest products, farm machinery, uranium, iron ore and asbestos showed the largest advances, reflecting stronger demands in the United States for Canada's resource-based products. Commodity exports to the United States reached an all-time high in the second quarter and were one fifth higher than in the same period last year.

Along with this sharp rise in exports, the Canadian economy has been supported by a build-up of non-farm inventories. Although the rate of accumulation was considerably lower than in the first quarter, when it reached an annual rate of \$400 million, the additional demands on production were quite significant. Compared with the second quarter of 1958 this component of the Gross National Product has provided \$600 million in additional demands on production.

Personal and government expenditures on goods and services continued to rise in the second quarter, though the rise in consumer spending was very modest, amounting to only about 1 per cent. Business outlays on plant and equipment showed a rise of about 5 per cent, considerably larger than the first quarter advance which ended the downward trend of 1957 and 1958. The over-all rise in capital expenditures was dampened, however, by a further drop in outlays for housing. When the first six months of 1959 are compared with the same period of the previous year, total capital investment shows a decline of 2 per cent, with residential construction down 3 per cent.

The goods-producing industries were mainly responsible for the increase in total output during the second quarter. Industries servicing the rest of the economy (which include trade, transportation, storage, communication, finance and insurance) expanded quite slowly this year after registering sharp gains during the latter part of 1958. In the goods-producing industries, the increase in output during the second quarter was more widely diffused than it was earlier in the year, when a large part of the rise in production was concentrated in mining and durable manufacturing.

Mining production rose at a slower rate than in the first quarter, when the settlement of industrial disputes was responsible for much of the increase. On a seasonally adjusted basis, total mining production increased by about 2 per cent between the first and second quarter. Nickel, copper and asbestos shared in the increase; production of uranium, iron ore, gold and lead declined.



Output in the construction industry rose fractionally in the second quarter after declining steadily for almost a year. Investment in residential construction was lower than in the first quarter but non-residential construction registered a sizable gain. Production in forestry continued to increase moderately, reflecting the improved demand for pulpwood and lumber.

In manufacturing, production gains of more than 2 per cent occurred in both durables and non-durables. Within both of these groups production trends were mixed. Production gains of 2 to 9 per cent (seasonally adjusted) were registered in the food, rubber products, paper products, printing and publishing, iron and steel, textiles, clothing, beverages, leather and non-ferrous metals industries. Small losses occurred in tobacco products, products of petroleum and coal, chemicals, transportation equipment (mainly the result of a sharp drop in aircraft production) and electrical apparatus and supplies.

Some of the manufacturing industries that were hardest hit during the recession registered the largest production gains during the recent business upturn. The seasonally adjusted index of primary iron and steel production made a marked recovery so that early in the second quarter production was at a new record high level. Motor vehicle production, which showed a similarly sharp contraction during the recent recession, also figured prominently in the over-all rise in production. In the second quarter of 1959, production of motor vehicles averaged one-third higher than in the comparable period in 1958.

The trends in output in the machinery and heavy electrical machinery industries turned up much later than in other heavy industries. This is not surprising, however, since non-residential construction was declining while other parts of the economy were expanding, and there is normally a fairly close relationship between this sector and purchases of machinery and equipment. The production increases during the first half of 1959 coincided with the rise in non-residential construction. However, production of both electrical and other machinery was still well below the 1957 peak in mid-year.

Advances in labour income were fairly general this year. Increases ranging from 1 to 2 per cent occurred in all industries except forestry, transportation, communication and storage. Total labour income in the first half of 1959 was about 8 per cent higher than last year, with fairly large gains in almost all industries except mining. Labour income in manufacturing was 5 per cent higher, reflecting a slight gain in employment, some increase in hours of work and higher average wages and salaries.

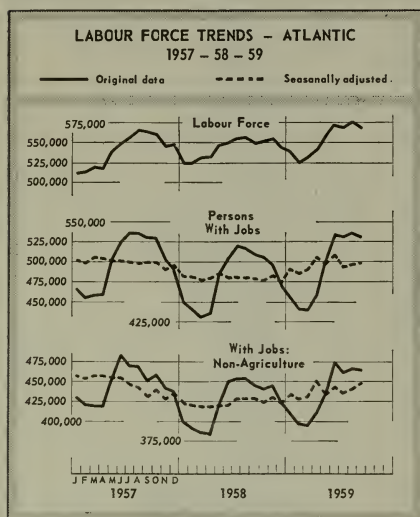
CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER 1959

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Vancouver— New Westminster → WINDSOR	Calgary Edmonton Halifax Hamilton Montreal Ottawa—Hull → QUEBEC—LEVIS St. John's Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)		Brantford Cornwall Lac St. Jean New Glasgow → OSHAWA Peterborough Rouyn-Val d'Or Shawinigan Sherbrooke Victoria	Corner Brook Farnham—Granby Fort William— Port Arthur Guelph → JOLIETTE Kingston Kitchener London Moncton → NIAGARA PENINSULA Saint John Sarnia Sudbury Sydney Timmins— Kirkland Lake → TROIS RIVIERES	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Barrie	Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Riviere du Loup Saskatoon Thetford-Megantic— St. Georges Yorkton	
MINOR AREAS (labour force 10,000-25,000)		Brampton Newcastle PRINCE GEORGE ← ST. HYACINTHE ← Valleyfield	Bathurst Beauharnois Belleville-Trenton Bracebridge Bridgewater Campbellton → CENTRAL VANCOUVER ISLAND Chilliwack Cranbrook Dauphin Dawson Creek Drumheller → DRUMMONDVILLE Edmundston Fredericton Galt Gaspé Goderich Grand Falls Kamloops Kentville Kitimat Lachute-St. Therese → LINDSAY Listowel Medicine Hat Montmagny North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince Rupert Quebec North Shore → RIMOUSKI Ste Agathe-St. Jerome (Continued in col. 2)	
		(Group 3 Concluded) St. Jean → ST. STEPHEN St. Thomas Sault Ste Marie Simcoe Sorel Stratford → SUMMERSIDE Swift Current Trail-Nelson Truro → VICTORIAVILLE Walkerton Weyburn Woodstock Woodstock— Tillsonburg Yarmouth		

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 990, September issue.

Employment Situation in Local Areas

ATLANTIC



turing employment in Newfoundland this summer. There has been a plentiful run of fish, and employment in the processing plants was almost a third higher than last year.

In Nova Scotia, manufacturing employment was still considerably lower than last year owing to continuing weaknesses in transportation equipment manufacturing, notably shipbuilding and railway rolling stock. But in New Brunswick manufacturing employment showed little change from a year ago; an upturn in sawmilling activity offset a moderate decrease in employment in transportation equipment. Food processing plants in the Maritimes absorbed new workers as fruit and vegetable canning got underway.

On the whole, employment in the Atlantic region showed a marked improvement over the year but there were still considerably more workers than jobs in many occupations. Labour supplies were heaviest among unskilled and semi-skilled workers; unskilled occupations accounted for almost one third of the total number of persons registered at NES offices in the region at the end of September.

Unemployment in the region declined during the month as the withdrawal of students and other seasonal workers from the labour force more than matched the decline in job opportunities. Two labour market areas were reclassified to a category denoting lower unemployment. At the end of September, the area classification was as follows (last year's figures in brackets): in moderate surplus, 2 (13); in balance, 19 (8).

Local Area Developments

Halifax (metropolitan) remained in Group 3. Factory employment fell during the month as the Halifax shipyards curtailed operations owing to a lack of repair work; some 500 workers were reported to have been released during the month. Total employment in the area was still considerably higher than

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	September 1959	September 1958	September 1959	September 1958	September 1959	September 1958	September 1959	September 1958
Metropolitan.....	—	—	2	6	10	6	—	—
Major Industrial.....	—	—	10	21	16	5	—	—
Major Agricultural.....	—	—	1	1	13	13	—	—
Minor.....	—	1	5	25	53	32	—	—
Total.....	—	1	18	53	92	56	—	—

last year as most non-manufacturing industries showed sizable year-to-year gains. The construction industry showed remarkable buoyancy, reflecting a record level of housebuilding activity in the area this year; the value of building permits issued for all types of construction in the first eight months was 56 per cent higher than in the comparable period last year. Total industrial employment in July was more than 3 per cent higher than last year.

St. John's (metropolitan) remained in Group 3. Increased construction activity this summer bolstered employment throughout the area. In July total employment was 8 per cent higher than last year and 9 per cent higher than in July 1957. Most activities except mining shared in the year-to-year employment expansion; the iron ore mines at Bell Island closed for one week during the month and there was little prospect of resuming full-scale operations before the turn of the year.

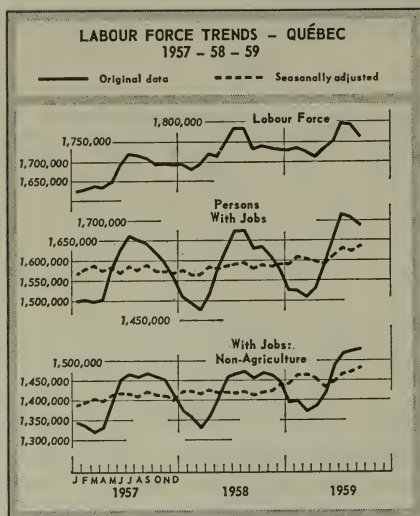
Saint John (major industrial) remained in Group 3. Employment was maintained at a considerably higher level than last year as the construction industry remained very active. Skilled construction tradesmen were reported to be scarce during September.

Summerside and St. Stephen (minor) were reclassified from Group 2 to Group 3. Labour requirements continued to increase in a number of seasonal industries.

QUEBEC

Employment decreased slightly in the Quebec region between August and September as students and other seasonal workers withdrew from the labour force. In September, the number of persons with jobs was estimated at 1,691,000, some 17,000 fewer than in August but 61,000 more than a year earlier. Non-farm employment was maintained at a high level during the month and there was the usual sharp decline in farm work.

Non-agricultural employment has improved steadily since spring and in September was 72,000, or 5 per cent, higher than a year earlier. All the major industries of the region were represented in this improvement; mining (especially in the iron ore sector) and forestry operations showed the most marked increases. Total mining employment at the end of July was some 7 per cent above the previous year and close to the 1957 level. In forestry, particularly in pulp cutting, the number of workers has risen substantially



since the beginning of the summer. At mid-September there were 3,200 more loggers cutting pulpwood than at this time a year ago.

In construction also, employment was maintained at a high level during recent months. A decline in residential construction activity was offset by increased commercial, industrial and institutional building.

Last May activity in manufacturing rose above the level of the previous year and has continued since at a higher level. The improvement has extended to most groups within manufacturing. In primary and secondary textiles employment at the end of July was 7 and 2 per cent higher, respectively, than a year earlier. In the

wood products industry employment was markedly higher during this summer than in the past two years. Smaller employment advances occurred in the iron and steel and transportation equipment industries. Employment in the iron and steel industry rose moderately over the year but was still well below the 1957 peak. There was very little improvement in the transportation equipment industry until late this summer, when the aircraft and railway rolling stock industries began retooling for new orders.

The over-all employment expansion was shared unevenly by the various areas in the region. The sharpest gains occurred in the largest areas, particularly Montreal, Quebec, and Trois Rivières.

There was a marked decline in unemployment during the month. At the end of September the area classification was as follows (last year's figures in brackets): in substantial surplus, 0 (1); in moderate surplus, 6 (19); in balance, 18 (4).

Local Area Developments

Montreal (metropolitan) remained in Group 3. Textile production increased seasonally during the month, and construction remained at a high level. Manufacturing employment was higher than last year with notable gains in textiles and clothing. In the transportation equipment industry employment was considerably lower than last year.

Quebec-Levis (metropolitan) was reclassified from Group 2 to Group 3. Increased activity in forestry and construction was mainly responsible for the rise in employment.

St. Hyacinthe (minor) was reclassified from Group 3 to Group 2. Temporary layoffs in the leather and rubber industries affecting several hundred workers accounted for the rise in unemployment in this area.

ONTARIO

In Ontario the employment decline between August and September was about normal for this time of year. The most noticeable developments were a shrinkage of the labour supply as students returned to school, a rehiring of production workers in automotive and other consumer durable goods industries, and the heavy seasonal labour requirements of tobacco, fruit and vegetable harvesting. The net result was an employment decline of 62,000 between August and September, bringing the provincial total to 2,225,000. This figure was 2 per cent higher than a year earlier, somewhat less than the margin of the summer months.

Manufacture of durable consumer goods and iron and steel products showed the strongest year-to-year gains. Production of motor vehicles got underway slowly after a very brief retooling period. Up to the end of July output in 1959 was up about 15 per cent over 1958. The average gain in the number employed was only two-thirds this amount, but there were fewer short-term layoffs, and the average weekly hours were, on average, 6 per cent higher.

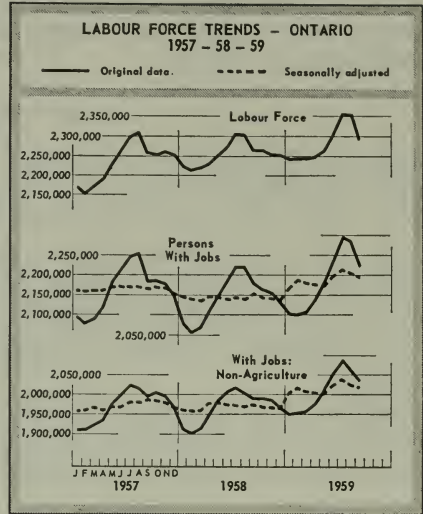
Output of some household electrical items was reduced during the summer months to reduce overloaded inventories. At that, however, production and employment were still ahead of last year's levels. Reports in September indicated increased output of most household products with the possible exception of refrigerators.

Primary steel production continued at full capacity during September and order books in the industry were filled for the rest of this year. All other industries in the iron and steel products group were operating at higher levels than last year.

Some construction projects were held up by shortages of imported structural steel but the industry as a whole was not seriously hampered. An upswing in new housing was evident following the sharp drop of the spring and early summer months. Total employment in the industry was close to last year's level.

The distribution and services industries, which account for between 20 and 25 per cent of provincial employment, continued to expand steadily. This summer, employment in the larger firms reporting to the Bureau of Statistics was about 3 per cent higher than last year throughout the trade, service, finance, insurance and real estate industries.

Employment in aircraft manufacturing, about 11,000, was less than half the year-earlier figure. This industry and, to a lesser extent, forestry and railway rolling stock were the only ones in the province to show significant employment losses over the year.



With the upturn in automobile production and the subsequent drop in unemployment in Windsor and Oshawa, the region was free of substantial labour surplus areas. The classification of local areas at the end of September was as follows (last year's figures in brackets): in moderate surplus, 7 (13); in balance, 27 (21).

Local Area Developments

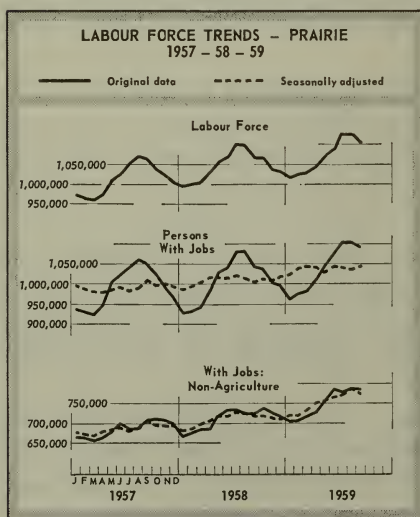
Toronto (metropolitan) remained in Group 3. Employment losses in aircraft manufacturing have overshadowed substantial increases over the year in almost every other industry. The manufacture of non-ferrous metal, rubber, and iron and steel products showed gains of from 6 to 13 per cent. Labour shortages in September included vertical mill borers, machinists, tool and die makers and refrigeration mechanics, as well as long-standing requirements for auto mechanics, stationary engineers and stenographic, sales and service workers.

Hamilton (metropolitan) remained in Group 3. As the result of a high level of steel production and the shorter layoff period in the automobile industry, the number registered at the NES offices was less than two-thirds of last year's figure.

Windsor (metropolitan) and **Oshawa** (major industrial) were reclassified from Group 1 to Group 2; **Niagara Peninsula** (major industrial) was reclassified from Group 2 to Group 3. The rehiring of workers in the motor vehicle and parts industries was mainly responsible for the reclassification of these areas. This summer, employment in the two last areas was the same or slightly higher than last year. In Oshawa it was considerably higher than last year and in September there were reported shortages in several professional, skilled and unskilled occupations.

Lindsay (minor) was reclassified from Group 2 to Group 3, partly as the result of the return to work in Oshawa of several hundred automobile workers.

PRAIRIE



The beginning of the seasonal decline in employment was apparent in the Prairie region in September. The number holding jobs went down from August by 16,000 to an estimated total of 1,091,000. This figure was, however, 44,000 or more than 4 per cent higher than a year earlier. The greater part of the decline occurred in agriculture, where little progress was made in harvesting because of wet weather. At month-end, about one-third of the crops in the centre of the region remained unharvested. Further east and south a greater proportion was complete.

Some weakening in the demand for workers in clerical, sales and service occupations brought about a small reduc-

tion in the non-farm work force. Inclement weather during the month also hindered road building and other municipal work. Other construction maintained a high level through the month, the main impetus stemming from business building. Although lower than 1958 rates through most of this year, the number of new houses started increased in September. Construction employment continued near the levels reached at mid-summer, when the number working in the industry was roughly 10 per cent higher than a year earlier. The largest gain was in the eastern part of the region; Manitoba construction employment was up from 1958 by about 15 per cent and Saskatchewan and Alberta registered gains of about 11 and 8 per cent respectively.

A heavy movement of grain through the port of Churchill and further extension of transportation facilities and other installations brought more employment to the district adjacent to Hudson Bay. Economic activity in the north was strong, with oil exploration intensified and uranium mining steady.

Strengthening demand for oil was indicated in August by an increase over a year earlier, amounting to 20 per cent for Alberta and 10 per cent for Saskatchewan, in deliveries of crude to gathering pipelines. Oil drilling rigs in operation in September moved 10 per cent ahead of the year-earlier total, and were almost 15 per cent higher than at mid-summer.

Workers in considerable numbers, including many university students, left the labour force on completion of their summer jobs. These withdrawals from the labour force offset the contraction in employment during the month, resulting in a small reduction in unemployment. The demand and supply of labour remained in balance in all 20 of the labour market areas in the region at the end of September, unchanged from the month before. A year earlier, two areas were in moderate surplus and 18 were in balance.

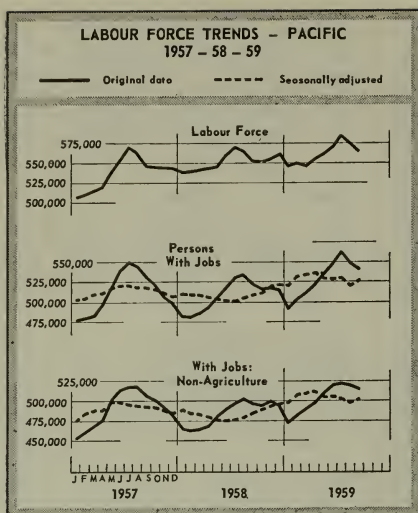
Local Area Developments

Edmonton (metropolitan) remained in Group 3. Employment remained relatively stable. There were seasonal staff reductions in sales and service establishments, a layoff in textile manufacturing, and road building outside the city was curtailed by rain. Upward trends continued in manufacturing, particularly in aircraft plants, and in business and commercial construction.

Fort William-Port Arthur (major industrial) remained in Group 3. Lower activity in the transportation equipment industry and lighter-than-usual grain movements caused some layoffs. Outside the city, increased pulp cutting immediately north and west of Lake Superior raised employment in that industry to approximately the year-earlier level for the first time this year.

PACIFIC

A seasonal decline in employment was evident in the Pacific region in September, but it was not as large as usual as a result of the expansive effect of the return to work, at mid-month, of the coastal lumber workers who had been on strike since July 6. The decline was mainly attributable to general contraction in service, sales and clerical occupations towards the end of summer. The employment change, amounting to 8,000 from the previous month, brought the estimated total number with jobs to 541,000, some 19,000 above September 1958.



Manufacturers not associated with the forestry industry were at favourable levels of activity, particular strength being apparent in garment production and textiles. However, weakening in shipbuilding employment resulted from a lack of orders and no immediate improvement was anticipated. In other industries, construction employment continued near the summer levels, except for some highway work that was hampered by wet weather. In the holiday trades, business this summer fell somewhat short of that of last year, and employment began to decline to the off-season levels.

Unemployment showed little change; students and some of the other people engaged only for the summer did not look for new jobs after their release. Two labour market areas were reclassified from the month before. One change indicated an increase, the other a decrease in unemployment. The classification of the 11 areas, unchanged over-all from August, was as follows at the end of the month (last year's figures in brackets): in moderate surplus, 3 (6); in balance, 8 (5).

Local Area Developments

Vancouver (metropolitan) and **Victoria** (major industrial) remained in Group 2. Waterfront activity rose markedly as coastal shipping serving the forest industry returned to normal at the end of the woodworkers' strike. Deep-sea shipping also increased as lumber shipments were resumed. Grain shipments were high; two million bushels more moved out of Vancouver in August and September than in the same months of 1958. Some year-to-year decline in housing starts this summer did not offset a larger volume of business and industrial building, so that local registrations with the National Employment Service of construction tradesmen in September were 40 per cent below last year's totals. Layoffs at shipyards, however, and slackness in demand by trade and service establishments caused total registrations to rise slightly from the month before.

Central Vancouver Island (minor) was reclassified from Group 2 to Group 3. Increased activity in the woods in the second half of the month reduced unemployment.

Prince George (minor) was reclassified from Group 3 to Group 2. Heavy rainfall in the area seriously hampered logging and also delayed the ripening of crops, causing a rise in the number looking for work.

Current Labour Statistics

(Latest available statistics as of October 10, 1959)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Sept. 19	6,291,000	- 2.1	+ 2.1
Persons with jobs.....	Sept. 19	6,078,000	- 1.8	+ 3.2
Agriculture.....	Sept. 19	750,000	- 9.0	- 3.1
Non-Agriculture.....	Sept. 19	5,328,000	- 0.6	+ 4.2
Paid Workers.....	Sept. 19	4,911,000	- 1.2	+ 4.3
Usually work 35 hours or more.....	Sept. 19	5,709,000	- 2.7	+ 2.7
At work 35 hours or more.....	Sept. 19	5,371,000	+ 2.8	+ 4.6
At work less than 35 hours, or not at work due to short time and turnover...	Sept. 19	60,000	+13.2	- 25.0
for other reasons.....	Sept. 19	266,000	-53.3	- 19.2(c)
Not at work due to temporary layoff....	Sept. 19	12,000	-33.3	- 14.3
Usually work less than 35 hours.....	Sept. 19	369,000	+15.7	+ 12.5
Without jobs and seeking work.....	Sept. 19	213,000	-10.9	- 21.4
Registered for work, NES (b)				
Atlantic.....	Sept. 17	25,200	- 3.1	- 25.7
Quebec.....	Sept. 17	74,900	- 8.7	- 23.6
Ontario.....	Sept. 17	95,000	-11.4	- 20.0
Prairie.....	Sept. 17	27,900	- 4.1	- 19.6
Pacific.....	Sept. 17	35,600	+ 2.9	- 14.8
Total, all regions.....	Sept. 17	258,600	- 7.3	- 21.0
Claimants for Unemployment Insurance bene- fit.....	August 31	209,966	- 7.1	- 28.7
Amount of benefit payments.....	August	\$13,123,154	- 9.7	- 32.7
Industrial employment (1949 = 100).....	July	123.1	- 0.3	+ 0.9
Manufacturing employment (1949 = 100).....	July	112.2	- 1.8	+ 0.4
Immigration.....	1st 6 mos/59	57,089	—	- 15.7
Destined to the labour force.....	1st 6 mos/59	29,535	—	- 17.4
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	September	33	-29.8	- 41.1
Number of workers involved.....	September	30,076	-22.2	- 37.9
Duration in man days.....	September	282,490	-57.7	- 42.5
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	July	\$73.78	+ 0.1	+ 4.3
Average hourly earnings (mfg.).....	July	\$1.71	- 0.6	+ 3.0
Average hours worked per week (mfg.).....	July	40.8	- 0.5	+ 1.2
Average weekly earnings (mfg.).....	July	\$70.01	- 0.9	+ 4.7
Consumer price index (av. 1949 = 100).....	September	127.1	+ 0.6	+ 1.2
Real weekly earnings (mfg. av. 1949 = 100)....	July	133.2	- 0.9	+ 3.7
Total labour income.....\$000,000	July	1,508	- 1.4	+ 7.3
<i>Industrial Production</i>				
Total (average 1949 = 100).....	August	161.9	+ 0.8	+ 7.1
Manufacturing.....	August	145.8	+ 0.8	+ 5.6
Durables.....	August	137.8	- 7.0	+ 5.2
Non-Durables.....	August	152.6	+ 7.8	+ 5.9

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 990, September issue.

(b) See page 990, September issue.

(c) Includes persons who lost time due to the observance of the Jewish New Year.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

A number of collective agreements covering units of 500 or more workers are due to expire during the last quarter of 1959. More than 100,000 workers will be affected by forthcoming negotiations between the major Canadian railways and the 15 unions representing the non-operating employees. In addition, civic employees in a number of localities across Canada will seek new contracts.

The collective bargaining scene in September was highlighted by the settlement of the strike involving the West Coast lumber industry and the International Woodworkers of America. With 27,000 coastal lumber workers returning to their jobs, the number of people idle due to work stoppages in Canada dropped from about 30,000 to approximately 2,700. Another strike settlement was reported early in October, when the 600 members of the Bakery and Confectionery Workers' International Union returned to work at the Fry-Cadbury plant in Montreal, ending a strike that began on August 11.

Three major settlements reached during September extended existing contracts without providing wage increases. Avro Aircraft Company and Orenda Engines of Malton, Ont., signed agreements with their locals of the International Association of Machinists extending contracts for two years without change. Similarly, the International Ladies' Garment Workers' Union and the Dress Manufacturers' Guild of Toronto extended their agreement until July 31, 1960.

After more than nine months of negotiation, the **Amalgamated Clothing Workers' Union** agreed upon a satisfactory settlement with the **Garment Manufacturers' Association of Western Canada**, the bargaining agency for 24 Winnipeg manufacturers. When the parties failed to reach an agreement, application was made for the services of a conciliation board. The resulting report, released in July, recommended that cutters be given an increase of 20 cents an hour and other workers 9 cents an hour, both to be spread over a three-year period. Since the union's demand had been for 25 cents an hour for cutters and 12 cents an hour for other workers, the board's recommendation was turned down and, contrary to the advice of their executive, the members reportedly voted for a strike. A work stoppage was averted by successful efforts of the union executive to reach a compromise with the Association. The final terms accepted by the union membership provide for a three-year contract in which a 24-cent-an-hour increase will be allotted to the cutters in three stages: 7 cents an hour retroactive to February 15, 1959, 10 cents an hour effective December 15, 1959, and a further 7 cents an hour on December 15, 1960. For other workers the increases were 4 per cent retroactive to February 1, 1959, 5 per cent effective December 15, 1959, and 3 per cent on December 15, 1960. In addition, the companies agreed to fully finance a new pension plan.

Important negotiations in the Quebec textile industry, affecting approximately 10,000 workers, continued during September. Conciliation boards held final meetings but, at the end of the month, had not completed their reports on the disputes of the **United Textile Workers of America** with **Dominion**

Textiles in Montreal and with **Montreal Cottons** in Valleyfield, Quebec. In Drummondville, the **Textile Workers Union of America** continued to bargain with **Canadian Celanese** but did not reach an agreement during September.

The **National Catholic Textile Federation**, which bargains for 5,000 employees of **Dominion Textiles Company** at Magog, Drummondville, Sherbrooke and Montmorency, called a strike at the Magog mill, while the parties were engaged in post-conciliation bargaining. Originally the company was believed to have asked for a reduction in wages of 6 cents an hour, which they maintained was necessary to combat competition caused by the heavy importation from low-wage countries. The union, on the other hand, asked for a 30-cent-an-hour increase. When negotiations failed to bring about a compromise between the two parties, a conciliation board was appointed. In the board's three-way report the chairman recommended an hourly increase of 6 cents, the union nominee proposed an hourly increase of 15 cents and the company nominee maintained that there should be no increases whatever. During the ensuing bargaining the Magog local called a strike, apparently as a result of a report that the company planned to ship 40 million yards of material to Montreal for finishing.

Despite the strike in Magog, the company and the union continued to meet in an attempt to reach a settlement. In addition to the wage issue, discussions were carried on regarding bonus plans, Saturday work, overtime, a guaranteed 40-hour week, and management rights.

The 12-week strike by the **United Steelworkers of America** against the **John Inglis Company** ended October 5 when members of the Toronto local voted to accept new terms worked out by their negotiating committee. The settlement marked the final stage of a lengthy period of bargaining that began late in 1958 and involved the company's plants at Scarborough, St. Catharines and Toronto. In July 1959 the Scarborough and St. Catharines locals of the union accepted a company offer of a 25½-cent-an-hour "wage package" spread over a three-year period, plus \$45 settlement pay. The 25 cents was made up of 7 cents an hour each year during the three-year agreement, approximately 3 cents an hour for improving the pension plan, and about 1½ cents an hour to improve the welfare plan.

The 700 employees of the Toronto Strachan Avenue plant, however, rejected the offer because a clause in the new agreement was considered detrimental to previous gains obtained by the local. Under the old agreement the company was required to give 11 days notice of layoffs to the union and seven days to the employee. Management maintained that a more efficient operation would result if no more than three days notice was given in short layoffs of two weeks or less. For these short-term periods it was proposed that management should select temporary jobs for high seniority employees, and that seniority rights should be confined within each of the company's divisions, rather than on a plant-wide basis. In the final settlement it was agreed that temporary layoffs, for periods up to one week, may be made on four hours notice, on condition that no employee will lose more than 15 days work a year under the terms of this clause. The monetary terms were essentially the same as those accepted by the Scarborough and St. Catharines locals, except that the \$45 settlement pay was increased to \$67.50.

In September, the **United Steelworkers of America** concluded a three-year agreement with **Dominion Steel and Coal Corporation** in Sydney, N.S. The union now has a three-year agreement with each of Canada's "Big Three" basic iron and steel producing corporations, namely, the Steel Company of Canada Limited in Hamilton, the Algoma Steel Corporation Limited in Sault Ste. Marie, and Dosco. The new agreement includes an increase of 5 cents an hour retroactive to August 2 with an additional 10 cents an hour on July 31, 1960, and a further increase of 6 cents on July 30, 1961. The former co-operative wage study increments of 5½ cents an hour will be increased to 6 cents on July 31, 1960. Premium pay of 15 cents an hour for Sunday work becomes effective on July 30, 1961. On the same date the vacation plan will be altered to permit 4 weeks vacation with pay for employees having 25 years or more service. The company's contribution to the supplementary employment benefit fund will be reduced from 5 cents an hour to 3 cents an hour beginning October 1, 1960.

Some 3,300 employees were affected by a new agreement signed by the **Canadian Pacific Railway**, eastern region, and the **Brotherhood of Railroad Trainmen**. The settlement was based on recommendations made by a conciliation board that included wage increases of 2.3 per cent retroactive to June 1, 1958, 3 per cent on February 1, 1959 and again on September 1, 1959, and 1.5 per cent on June 1, 1960, all based on rates effective May 31, 1958. Meanwhile, the same union was at the conciliation board stage in its negotiations with the prairie and Pacific regions of the Canadian Pacific Railway.

The Canadian Brotherhood of Railway, Transport and General Workers continued negotiating for a new contract with four railway hotels: the Chateau Laurier Hotel, Ottawa; Hotel Vancouver, Vancouver; Chateau Frontenac, Quebec City; and the Empress Hotel, Victoria. Disputes at the first two hotels were in the conciliation officer stage, while the other two hotels continued negotiations without the use of conciliation services. In Montreal, the **Queen Elizabeth Hotel** signed a collective agreement with the **Hotel, Restaurant Employees and Bartenders International Union** affecting 800 employees. For most categories, the three-year agreement provided for a reduction in the work week from 44 hours to 40 hours, with the same take-home pay.

With the termination of the existing agreement between **Trans-Canada Airlines** and the **Canadian Airlines Pilots' Association**, collective bargaining for a new contract started in September. During the previous month a settlement had been reached by the parties on a re-opener clause in the old agreement regarding what is known as the one-in-four formula. Under the formula, pilots would receive one hour's flight time and pay credit for every four hours away from home base. The settlement followed the release by a conciliation board of a majority report, which stated that a pilot away from home base should be assured of a reasonable amount of flying time. It agreed that the Association should be guaranteed six hours flying time for every 24 hours away from home base, at company request. The one-in-four principle is to become partly effective in November 1959 and fully effective in November 1960.

During September, 15 agreements affecting 500 or more workers were concluded. Of these 15 settlements, 9 were the result of direct bargaining between the union and company, 5 required the services of either a conciliation officer or board, and only one was preceded by strike action.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During October, November and December 1959

(Except those under negotiation in September)

Company and Location	Union
American Can, Ontario and Quebec	CLC-chartered local
Asbestos Corporation, Thetford Mines, Que.	Mining Industry Empl. (CCCL)
Auto Distributors, Quebec, Que.	CCCL-chartered local
Avro Aircraft, Malton, Ont.	Machinists (AFL-CIO/CLC) (technicians)
Building Suppliers, Vancouver, B.C.	Teamsters (CLC)
Can. Steamship Lines, Montreal, Que.	Seafarers (AFL-CIO)
Cdn. Cannery, Vancouver, Penticton, Kelowna, Ashcroft, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Copper Refiners, Montreal, Que.	Metal Refiners (ind.)
Cdn. Pacific Railway (company-wide)	Porters (AFL-CIO/CLC)
Cdn. Railway Assoc. (Canada-wide)	15 unions (non-operating empl.)
City of Montreal, Que.	Police Bro. (ind.)
City of Montreal, Que.	Firefighters (AFL-CIO/CLC)
City of Montreal, Que.	CLC-chartered local
City of Ottawa, Ont.	Nat. Union Pub. Empl. (CLC)
City of Vancouver, B.C.	Civic Empl. (ind.) (outside wkrs.)
City of Vancouver, B.C.	Nat. Union Pub. Empl. (CLC) (inside staff)
City of Winnipeg, Man.	Firefighters (AFL-CIO/CLC)
Colonial Steamships, Port Colborne, Ont.	Seafarers (AFL-CIO)
Consolidated Denison Mines, Quirke Lake, Ont.	Mine, Mill (ind.)
Continental Can, St. Laurent, Que.	CLC-chartered local
Crown Zellerbach, Vancouver, B.C.	Pulp, Sulphite Wkrs. (AFL-CIO/CLC)
Dom. Coal, Sydney, N.S.	Mine Wkrs. (ind.)
Dom. Stores, Toronto, Ont.	Retail, Wholesale Wkrs. (AFL-CIO/CLC)
Dupont, Shawinigan, Que.	Cellulose Wkrs. (ind.)
Eastern Can. Stevedoring, Halifax, N.S.	R.R. & S.S. Clerks (AFL-CIO/CLC)
Great Lakes Carriers' Assoc., Montreal, Que.	Seafarers (AFL-CIO)
Johnston's Asbestos, Thetford Mines, Que.	Mining Industry Empl. (CCCL)
Kelly-Douglas, Vancouver, B.C.	Empl. Assoc. (ind.)
Lake Carriers Assoc., Montreal, Que.	Cdn. Merchant Service Guild (CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Maritime Telegraph & Telephone, Halifax, N.S.	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Metro Board of Police Commissioners, Toronto	Metro. Police Assoc. (ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (ind.)
Orenda Engines, Malton, Ont.	Machinists (AFL-CIO/CLC)
Ottawa Civic Hospital, Ottawa, Ont.	Nat. Union Pub. Empl. (CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Electric Railway and Motor Coach Empl. (AFL-CIO/CLC)
Philips Electrical, Brockville, Ont.	United Electrical Wkrs. (ind.)
Quebec Iron and Titanium, Sorel, Que.	Metal Trades (CCCL)
Quebec Natural Gas, Montreal, Que.	Chemical Wkrs. (AFL-CIO/CLC)
Regent Knitting Mills, St. Jerome, Que.	CLC-chartered local
Regina General Hospital, Regina, Sask.	Nat. Union Pub. Empl. (CLC)
Sportswear Mfrs. Guild, Toronto, Ont.	Int. Ladies Garment Wkrs. (AFL-CIO/CLC)
Stanleigh Uranium Mining, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto Transit Commission, Toronto, Ont.	Electric Railway and Motor Coach Empl. (AFL-CIO/CLC)

Part II—Negotiations in Progress During September

Bargaining

Company and Location	Union
Alberta Government Telephones (province-wide)	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Bicroft Uranium Mines, Bancroft, Ont.	Steelworkers (AFL-CIO/CLC)
Bindery Room Employers, Toronto, Ont.	Bookbinders (AFL-CIO/CLC)
Cab cos. (various), Vancouver, B.C.	Teamsters (CLC)
Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. General Electric, Montreal and Quebec	Int. Union Electrical Wkrs. (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assoc. (ind.)
Cdn. Pacific Airlines, Vancouver, B.C.	Machinists (AFL-CIO/CLC)
Cdn. Steel Foundries, Montreal, Que.	Steel and Foundry Wkrs. (ind.)
City of Edmonton, Alta.	Nat. Union Pub. Empl. (CLC) (outside empl.)
City of Edmonton, Alta.	Nat. Union Pub. Empl. (CLC) (clerical empl.)
City of Edmonton, Alta.	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.	Pulp, Paper Wkrs. (CCCL)

Company and Location	Union
de Havilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Distillers Corp., Montreal, Que.	Distillery Wkrs. (AFL-CIO/CLC)
Dom. Bridge, Vancouver, B.C.	Bridge, Structural Wkrs. (AFL-CIO/CLC)
Dom. Glass, Montreal, Que.	Glass, Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Mine Wkrs. (ind.)
Donohue Bros., Clermont, Que.	Carpenters (AFL-CIO/CLC)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Bro. R.R. Transport, Gen. Wkrs. (CLC)
Hotel Empress (CPR), Victoria, B.C.	Bro. R.R. Transport, Gen. Wkrs. (CLC)
Hotel Mount Royal, Montreal, Que.	Hotel, Restaurant Empl. (AFL-CIO/CLC)
Iron Ore of Canada, Schefferville, Que.	Steelworkers (AFL-CIO/CLC)
Meat cos. (various), Vancouver, B.C.	Meat Cutters (AFL-CIO/CLC)
Montreal Locomotive Works, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
North American Cyanamid, Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	United Electrical Wkrs. (ind.)
Printing Industries Council, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
St. Raymond Paper, Desbiens, Que.	Cath. Union of Farmers (ind.)
Saskatchewan Wheat Pool, Regina, Sask.	Empl. Assoc. (ind.)
Shawinigan Water and Power, Montreal, Que.	Empl. Assoc. (ind.)
Trans Canada Airlines (company-wide)	Airline Pilots (ind.)
Thompson Products, St. Catharines, Ont.	Empl. Assoc. (ind.)

Conciliation Officer

L'Association Patronale du Commerce, Quebec	Commerce Empl. (CCCL)
L'Association Patronale des Hospitaliers, Quebec	Services Fed. (CCCL) (female)
L'Association Patronale des Hospitaliers, Quebec	Services Fed. (CCCL) (male)
Atlantic Sugar Refineries, Saint John, N.B.	Bakery Wkrs. (CLC)
Cdn. Aviation Electronics, Montreal, Que.	United Electrical Wkrs. (ind.)
Cdn. Broadcasting Corp. (company-wide)	Stage Empl., Moving Picture Operators (AFL-CIO/CLC)
City of Calgary, Alta.	Nat. Union Pub. Empl. (CLC) (clerical empl.)
Communauté des Sœurs de Charité de la Providence, Montreal, Que.	Services Fed. (CCCL)
Consumers Gas, Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Consumers Glass, Montreal, Que.	Glass Bottle Blowers (AFL-CIO/CLC)
Continental Can, New Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Duplate Canada, Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Fraser cos., Cabano, Que.	Cath. Union of Farmers (ind.)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Bro. R.R. Transport, Gen. Wkrs. (CLC)
Hotel Vancouver (CNR & CPR), Vancouver, B.C.	Bro. R.R. Transport, Gen. Wkrs. (CLC)
John Murdoch, St. Raymond, Que.	Cath. Union of Farmers (ind.)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Manitowan Uranium Mines, Elliot Lake, Ont.	CLC-chartered local
Price Bros., Kenogami, Que.	Cath. Union of Farmers (ind.)
Walter M. Lowney, Montreal, Que.	Bakery Wkrs. (CLC)

Conciliation Board

Algom Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Atlas Asbestos, Montreal, Que.	Asbestos Wkrs. (CLC)
Can. Cement, Montreal, Que.	Cement Wkrs. (AFL-CIO/CLC)
Cdn. Acme Screw and Gear, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Industries Ltd., New Haven, Ont.	Oil, Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Pacific Railway (western region)	Trainmen (AFL-CIO/CLC)
City of Hamilton, Ont.	Nat. Union Pub. Empl. (CLC)
Crane Ltd., Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dom. Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Dom. Wabana Ore, Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Dunlop of Canada, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Fairey Aviation, Dartmouth, N.S.	Machinists (AFL-CIO/CLC)
Hamilton General Hospital, Hamilton, Ont.	Nat. Union Pub. Empl. (CLC)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)

Post-Conciliation Bargaining

Dom. Textile, Montmorency, Sherbrooke, Drummondville, Que.	Textile Wkrs. (CCCL) (see also under Work Stoppage)
---	---

Arbitration Board

(no cases this month)

Work Stoppage

Dom. Textile, Magog, Que.	Textile Wkrs. (CCCL)
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (CLC)
John Inglis, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)

Part III—Settlements Reached During September 1959

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

Avro Aircraft, Malton, Ont.—Machinists (AFL-CIO/CLC) (plant empl.): 2-yr. agreement covering 1,300 empl.—the existing contract was extended without any change.

B.C. Electric, Vancouver, B.C.—Bro. Electrical Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—8½¢-an-hr. increase eff. Aug. 1, 1959; further 8½¢ Aug. 1, 1960; extra 5¢ an hr. to linemen; adjustments to workers in other categories; improved vacation plan.

Cdn. Pacific Railway (eastern region) Montreal, Que.—Trainmen (AFL-CIO/CLC): 3-yr. agreement covering 3,300 empl.—2.3% increase retroactive to June 1, 1958; 3% eff. Feb. 1, 1959; 3% Sept. 1, 1959, and 1.5% June 1, 1960; 4 wks. vacation after 35 yrs. service (no previous provision for 4-wk. vacation); statutory holidays increased from 6 to 7 days.

City of Calgary, Alta.—Nat. Union Pub. Empl. (CLC) (outside empl.): 2-yr. agreement covering about 900 empl. in the winter and 1,500 empl. in the summer—general increase of 8¢ an hr. retroactive to Jan. 1, 1959, with a further 7¢-an-hr. increase eff. Jan. 1, 1960.

Dom. Steel and Coal, Sydney, N.S.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 4,300 empl.—increase of 5¢ an hr. eff. Aug. 2, 1959; 10¢ an hr. Aug. 1, 1960, and 6¢ an hr. Aug. 1, 1961; increment between job classifications increased from 5½¢ to 6¢ an hr.; 4 wks. vacation after 25 yrs. service (no previous provision for 4-wk. vacation).

Dress Mfrs. Guild, Toronto, Ont.—Int. Ladies Garment Wkrs. (AFL-CIO/CLC): existing contract covering 1,100 empl. was extended for one year without change in terms.

Garment Mfrs. Assoc. of Western Canada, Winnipeg, Man.—Clothing Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,700 empl.—cutters and pressers receive 7¢-an-hr. increase retroactive to Feb. 15, 1959; 10¢ an hr. eff. Dec. 15, 1959, and 7¢ an hr. eff. Dec. 15, 1960; all other classifications receive 4% increase retroactive to Feb. 1, 1959; 5% eff. Dec. 15, 1959, and 3% eff. Dec. 15, 1960; employer-financed pension plan established.

Hotel Queen Elizabeth, Montreal, Que.—Hotel, Restaurant Empl. (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—reduction in work wk. from 44 to 42 hrs. in first yr. and from 42 to 40 in second yr.

Lumber Cos. (various), B.C. Coast—Woodworkers (AFL-CIO/CLC): 2-yr. agreement covering 27,000 empl.—10¢-an-hr. general increase eff. June 15, 1959, and additional 10¢ eff. June 15, 1960; further 10¢ for all journeymen tradesmen eff. June 15, 1959; immediate implementation of plywood job evaluation plan with 4¢-an-hr. increment between job groups; damage suits and other legal proceedings against union to be dropped; no discrimination against empl. for actions arising from strike.

North American Cyanamid, Niagara Falls, Ont.—United Electrical Wkrs. (Ind.): 2-yr. agreement covering 500 empl.—3½% wage increase eff. Sept. 1959 and additional 3½% increase Sept. 1960.

Okanagan Federated Shippers Assoc., Kelowna, B.C.—CLC-Chartered local: 2-yr. agreement covering 3,000 empl.—an immediate wage increase of 5% for male empl. and 3% for female empl.; further 3% for male empl. and female sorters only in Sept. 1960.

Orenda Engines, Malton, Ont.—Machinists (AFL-CIO/CLC) (production empl.): existing agreement covering 750 empl. extended for 2 yrs. without change in terms.

Saskatchewan Government, Regina, Sask.—Sask. Civil Service Assoc. (CLC): 1-yr. agreement covering 4,000 empl.—general increase approximately 4 to 5%, plus adjustments to some classifications; hrs. reduced by 25 minutes weekly to 33½ hrs.; 4 wks. vacation after 25 yrs. service.

Ste. Anne Power, Beaupré, Que.—Carpenters (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—salary adjustments in certain classifications; eligibility period for one-week vacation reduced from 75 days to 50 days.

Taverns and Hotels (various), Toronto, Ont.—Hotel, Restaurant Empl. (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—wage increase \$1.50 per wk. across the board eff. July 1, 1960; \$1.50 per wk. across the board eff. July 1, 1961; preferential closed shop.

Correction

An agreement reached in March this year between the Toronto Hydro Electric Commission and the National Union of Public Service Employees provided for a general increase of 5 per cent across the board in a one-year agreement. In the June LABOUR GAZETTE (p. 569) it was incorrectly reported that the agreement provided for an increase of 5 cents across the board in a two-year agreement.

NOTES OF CURRENT INTEREST

Government Will Repeat Winter Work Incentive Program

The same federal Government aid that was offered to Canadian municipalities during the winter of 1958-1959 to help combat unemployment will be available again this coming winter, Prime Minister Diefenbaker announced on September 2.

The assistance will be available from December 1, 1959 until April 30, 1960, a month less than last year, when the program was extended until the end of May.

Projects approved by the provincial governments—construction and improvement of municipal roads, streets, sidewalks and similar projects and the development of parks and playgrounds—will draw a federal subsidy of half the payroll costs involved.

Earlier Approval

Earlier approval was given the program this year in the hope that more municipalities will be able to get a greater number of projects scheduled. The Prime Minister forecast a 50-per-cent increase in projects undertaken. Last year the Government paid \$10,000,000 in subsidies.

Ontario and Quebec have already indicated that they will participate in the program in 1959-1960.

Ontario will operate on the same basis as last year, Premier Frost indicated. The provincial Government will contribute 25 per cent of the payroll costs for projects, leaving 25 per cent to be paid by the municipalities.

Quebec, under the plan, expects to spend \$20,000,000 on approved projects.

It is expected that the federal Government's program will provide work for more than 60,000 men during the coming winter.

Prior to the Prime Minister's announcement, it had been recommended to the Government by the National Joint Committee on Wintertime Construction that the Municipal Winter Work Incentive Program be renewed for 1959-1960.

Member organizations of the NJCWC include the Canadian Construction Association, Canadian and Catholic Confederation of Labour, Canadian Labour Congress, Canadian Chamber of Commerce, Canadian Manufacturers Association, Engineering Institute of Canada, National House Builders' Association and the Royal Architectural Institute of Canada.

Claude Jodoin Redefines Position Of CLC on Political Action

The position of the Canadian Labour Congress with regard to the formation of a new political party, in light of the resolution adopted at the 1958 convention, was redefined by President Claude Jodoin at a seminar jointly sponsored by the CLC and the CCF Party, at Winnipeg, August 28-30.

"The Congress, consisting of a large number of affiliated but autonomous organizations, must leave complete freedom of choice to each union on the question of affiliation," said Mr. Jodoin.

He added that the Congress must remain free "to carry out its legislative functions in relation to any government".

The President stated that this position in no way implies any lack of support for the new party. Rather, it is the policy followed by the Trades Union Congress of Great Britain towards the Labour Party of that country.

Of the 304 individuals attending the three-day seminar, 116 were listed as representatives of labour organizations.

Mr. Jodoin recalled that the CLC, at its 1958 convention, agreed to launch discussion with the CCF looking towards the formation of a political party embracing the CCF, labour, farmer and "liberally minded" people.

That decision was "practically unanimous," he pointed out, and had "my own unqualified support".

"I am positive that the overwhelming majority of the members in unions affiliated with the Congress, and the unions themselves, warmly support and will increasingly support the idea of a new party," said Mr. Jodoin.

Minimum wage laws in the United States have been improved by seven states this year.

Alaska, only state with a minimum above the federal \$1 an hour, raised its minimum to \$1.50 from \$1.25. North Carolina enacted a minimum wage law for the first time, setting a 75-cent minimum. Connecticut widened its coverage and Idaho extended its \$1 minimum to public employees.

Labour Leader Since Youth, A.R. Mosher Dies

Aaron R. Mosher, first and only president of the former Canadian Congress of Labour, first and only president of the earlier All-Canadian Congress of Labour, and Grand President of the Canadian Brotherhood of Railway Employees from its founding in 1908 until 1952, died on September 26 at the age of 78. At the time of his death he was honorary president of the Canadian Brotherhood of Railway, Transport and General Workers and an honorary president of the Canadian Labour Congress.

From 1948, he had been a member of the Canada Labour Relations Board. During the Second World War, he had served on the National War-time Labour Relations Board, the National Advisory Committee on Selective Service, and the Minister of Labour's Advisory Committee.

In recognition of his war services, he was made a Commissioner of the Order of the British Empire. He had also been awarded an honorary LL.D. by St. Francis Xavier University.

Born on a farm at Cow Bay, near Halifax, N.S., Mr. Mosher at the age of 15 resigned a position in Halifax because he considered the employer was arbitrary and unfair towards another worker. He then joined the Intercolonial Railway as a freight-handler in the Halifax freight sheds.

In 1907 he led a group of the freight shed employees out on strike. Lasting for a week, the walkout resulted in improved wages and working conditions at the sheds.

Later in the year an organizer from the United States established a local of the International Brotherhood of Railway Employees covering the employees of the Halifax freight sheds and offices. Mr. Mosher was elected financial secretary and treasurer of the local. He proceeded to do much of the organizing work for locals at Moncton and St. John, N.B., and other points on the Intercolonial Railway.



Thomas, Ottawa

In 1908 at Moncton, the Canadian Brotherhood of Railway Employees—subsequently the Canadian Brotherhood of Railway Employees and Other Transport Workers and now the Canadian Brotherhood of Railway, Transport and General Workers (CLC)—was founded and Mr. Mosher was unanimously elected Grand President of the Brotherhood.

In 1952, Mr. Mosher retired from the presidency of the Brotherhood and was immediately made honorary president for life.

In 1917, Mr. Mosher led the Brotherhood to affiliate with the Trades and Labour Congress of Canada. But in 1927, he took a leading part in establishing the All-Canadian Congress of Labour, formed through a merger of the CBRE, the Canadian Federation of Labour and certain independent unions.

In 1940, the All-Canadian Congress of Labour joined with the Canadian branches of the CIO international unions to form the Canadian Congress of Labour.

In 1948, Mr. Mosher was appointed an employee representative on the Canada Labour Relations Board, successor of the National War-time Labour Relations Board, on which he had also served.

In 1956, when the Canadian Congress of Labour and the Trades and Labour Congress were merged into the Canadian Labour Congress, Mr. Mosher was appointed an honorary president of the CLC for life.

At the news of his death, tributes to Mr. Mosher came from both labour and government leaders. Prime Minister Diefenbaker expressed "the sympathy of the Canadian people in the passing of a distinguished and respected leader of the Canadian labour movement".

Hon. Michael Starr, Minister of Labour, said Mr. Mosher's "straightforward honesty of approach, the wisdom he garnered through the years, made him a tremendous asset in the operation of the Canada Labour Relations Board".

Do Wage Boosts Cause Inflation? Two Professors Give Opinions

The conditions under which pressure for higher wages may lead to inflation and the measures that should be taken to deal with this type of inflation were discussed by two noted economists at the 15th American Assembly at Arden House, N.Y., last May, and excerpts from their addresses are given in the August issue of the *Monthly Labor Review* of the United States Department of Labor.

The two speakers were Sumner H. Slichter,* Professor of Economics at Harvard University, and Lloyd G. Reynolds, Professor of Economics at Yale University.

Prof. Slichter said that the U.S. labour movement had become a "powerful income-generating instrument—a built-in source of demand for goods and of inflation". But the tendency of unions to generate incomes is not the sole cause of inflation, although in the last few years it has probably been the most important single cause, he added.

"It has been a useful influence in important respects—especially in contributing substantially to sustaining incomes during periods of recession (and) in accelerating recovery in times like the present". He says that it also "tends to stimulate the growth of the economy by accentuating the tendency for demand to outrun productive capacity".

However, he says that "an effort should be made to limit wage increases as a general rule to increases in output per man-hour. Relying upon wage increases to produce autonomous increases in spending creates too many special gains for groups in strong bargaining positions."

He mentioned several steps that might significantly limit the upward pressure on wages: the adoption of the "Scanlon Plan or variants of it" to make the aims of unions broader and more constructive; an annual stocktaking of the economic outlook by representatives of labour and management in a government-sponsored conference; and the gradual removal of duties and quotas. But he didn't know whether these steps would check the tendency for unions to push up wages faster than the rise in output per man-hour. Other influences, growing in importance, combine with the unions to produce rising prices. He thought that "wages will continue to outrun output per man-hour".

Prof. Reynolds declined to say definitely that there is, or has been in recent years,

any inflation of the wage-push variety; or even that there has been any serious inflation at all; or "at any rate that the problem is more serious today than in earlier decades".

He said that unionism is not a prerequisite for the appearance of wage inflation, neither does the presence of unionism make it certain that there will be wage inflation. However, unionism may work in that direction.

Prof. Reynolds proposed three main methods of combatting wage inflation, if it exists. First, he suggested raising the growth of national output by means of "a positive monetary policy oriented towards economic expansion rather than a restrictive policy designed to punish excessive wage demands through periodic unemployment". Second, he suggested increasing public undertaking of economic affairs. Third, he proposed reforms that would include "improvement of labour markets and rationalizing of labour mobility both within localities and between localities; strengthening of competitive forces in product markets and discouragement of open or tacit price agreement; strengthening employer solidarity in collective bargaining; and building lags into wage adjustments."

Pulp, Sulphite Workers Favour 30-Hour Work Week in Mills

The International Brotherhood of Pulp, Sulphite and Paper Mill Workers (CLC) at its 25th annual convention, held in Montreal at the beginning of September, declared itself in favour of a 30-hour work week for all pulp and paper mills. It declined to set general union policy regarding Sunday work.

It also refused at the present time to have anything to do with a proposed merger with the United Papermakers and Paperworkers International Union (CLC).

Nine of this union's conventions have been held in Canada: five in Montreal, and the others in Toronto and Ottawa.

Workers in Quebec's pulp and paper industry, where some of the biggest mills are situated, now work a 40- and 44-hour week. Overtime rates are paid for hours after that.

Some members said that Sunday work does not necessarily mean that employees work longer hours and that the matter should be negotiated regionally.

President Paul L. Philips of the Paperworkers' union addressed the delegates, numbering some 900, making a strong plea for unity among AFL-CIO unions in the pulp and paper industry "in the interests

*Dr. Slichter, who set up Harvard's system of fellowships for trade union leaders, died September 28.

of greater bargaining strength". He said that there was "a concerted drive among employers" to weaken or destroy unions.

The proposal for a merger was not favoured by President John P. Burke of the Pulp, Sulphite and Paper Mill Workers. He criticized the way in which he said the new officers had been elected and a constitution adopted at the merger last year of the International Brotherhood of Papermakers and the United Paperworkers without delegates "being permitted to offer a single amendment". He added, "I know for a fact you couldn't muzzle the delegates in our union like that."

Although rejecting a merger with the Papermakers union, the Pulp, Sulphite union will continue its working agreement with it and also with the International Woodworkers.

The executive board of the Pulp, Sulphite union was instructed to call a special convention to act on the merger issue when it is deemed advisable.

A move to provide for a special convention in the event that there should be a vacancy in the office of president-secretary, which has been held for 42 years by John P. Burke, was defeated by 769 votes to 265. The constitution provides for the union's vice-presidents to move up in case of a vacancy.

The delegates unanimously approved a resolution empowering the union to exclude permanently any member or officer found guilty of wrongdoing.

The convention voted \$10,000 to both the striking steelworkers in the United States and the striking lumbermen in British Columbia. An increase in membership dues of 25 cents a month was approved, bringing them to \$1.75 a month; a part of the increase will be applied to the union's defence fund.

The convention was addressed by Quebec Minister of Labour Antonio Barrette, who was making his first public appearance for more than two years. The Labour Minister told the delegates that the Quebec Government would not allow overproduction in the pulp and paper industry, which might be disastrous. "The Government wants to keep the industry prospering because its collapse would mean mass unemployment and a social crisis," he said.

Provisions for severance pay after two years or more of service, ranging from 40 to 1,200 hours' pay, is one of the fringe benefits included in the new collective agreement, valid for three years, recently signed between the Caterpillar Tractor Company and the International Association of Machinists (AFL-CIO) in the U.S.

Reduce Prices, Win Award Is U.K. Industrialist's Offer

Harry Ferguson, prominent British industrialist, has offered to British manufacturers an annual award of £10,000 to the firm which shows the best record in reducing prices, without sacrificing good business practice or cutting wages or dividends.

Mr. Ferguson said he wanted to give practical support to the policy of the Chancellor of the Exchequer, who is asking industry to raise living standards by lowering prices.

The conditions to be met in the competition are as follows:

Wages must not suffer, and workers must receive their normal bonuses for increased productivity and merit;

The shareholder must not suffer, and dividends must be maintained;

The firm's future must be safeguarded, and part of the profits set aside for re-investment.

Survey Pension Plan Provisions On Involuntary Retirement

Plans that provide a pension on involuntary retirement are surveyed in a study published in the *Monthly Labor Review* of the United States Department of Labor for August. The study covers 300 selected pension plans negotiated through collective bargaining that were in effect late in 1958.

Of the 300 plans, 179 provided for involuntary retirement, 109 calling for compulsory retirement, 52 for automatic retirement; in the remaining 18 plans the two types were combined and applied at different ages—for example, compulsory retirement at age 65 and automatic retirement at age 70. Of the 300 plans, 21 provided for a lower normal retirement age for women than for men.

Definition

"Involuntary retirement" is defined in the study as "retirement, with an annuity, imposed upon the worker against his volition, under the provisions of a pension plan . . . (It) applies only to workers eligible for pension benefits, and is not intended to cover discharge for reason of old age."

Two types of involuntary retirement provisions, compulsory and automatic, are analyzed in the study. Compulsory retirement allows for the continued employment of workers who do not want to retire if the employer or a designated body consents. Automatic retirement, on the other hand, allows of no exceptions to compulsory retirement.

Canada's Job Safety Rate Ranks Third Among Industrial Nations

The United Kingdom has the best safety record among the industrial nations of the world, said Dr. Marcel Robert, Chief of the Occupational Safety and Health Division, International Labour Office, in an address to the National Industrial Safety Conference in Great Britain. Canada shares the third place with The Netherlands.

Dr. Robert stressed the importance of the strong voluntary safety movement in the United Kingdom, which works closely with the Factories Inspectorate of the Ministry of Labour.

International comparisons were difficult to make, he said, because of different statistical methods in various countries, but he was able to give a general idea of how the fatal accident rate in manufacturing industries in several industrialized countries compares. Per thousand man-years the rates were:

	1938	1957 (unless otherwise indicated)
United Kingdom	0.12	0.05
United States	0.19	0.09
Canada	0.22	0.14 (1956)
Netherlands	0.15	0.14 (1955)
Belgium	0.21	0.17 (1952)
Japan	0.28	0.18
Sweden	0.28	0.23 (1954)
West Germany	—	0.25 (1956)
Italy	—	0.25 (1955)
Switzerland	0.34	0.36 (1956)
Austria	—	0.44 (1956)

BLFE Canadian Legislative Board Seeks Many Changes in Laws

Sweeping changes in legislation, federal and provincial, were proposed and 400 resolutions dealing with safety items connected with diesel locomotives was approved at the 15th general meeting of the Canadian Legislative Board, Brotherhood of Locomotive Firemen and Enginemen (CLC), held in Ottawa in September. There were 107 delegates at the meeting.

Principal requests of the delegates embodied in their resolutions were:

—Amendments to the federal and provincial labour acts that would make it illegal for a company to discipline an employee for refusing to cross picket lines of another union conducting a legal strike;

—Changes in the Unemployment Insurance Act that would provide maximum benefits of at least two-thirds of former earnings, the elimination of the waiting period and no disqualification for benefits

for union workers refusing to cross another union's picket line. The same resolution seeks coverage of insured workers unemployed because of illness.

—Amendments to the Old Age Pension Act that would grant pensions to men at the age of 65 and women at the age of 60.

—Allowances for children up to the age of 18 if they are attending school.

—Provisions under the National Housing Act for down payments of 7 per cent on houses appraised up to \$13,500; lower interest rates on mortgages on such houses and introduction of a maximum earning stipulation to the purchaser of such homes and the extension of financing to cover existing homes in good condition up to 25 years of age.

Income Tax

Requested amendments to the Income Tax Act include increasing statutory exemptions to \$1,500 for single taxpayers, \$3,000 for taxpayers having married or equivalent status and \$500 for each dependent not eligible for family allowances; deduction of all medical expenses and deduction for railway workers of costs of meals and lodging away from home on duty for which they are not reimbursed under the working agreement.

The meeting urged amendment of the definition in the Workmen's Compensation Act of "accident" to include "as well as disablement arising out of and in the course of employment".

Legislation that would prevent employers from seeking court injunctions in strikes was also requested.

Hon. Michael Starr, Minister of Labour, told the delegates he had hoped that proposed amendments to the Industrial Relations and Disputes Investigation Act could have been introduced at the last session of Parliament, but this had not been possible. "I want to assure you that your submissions and those of other organizations have not been sidetracked any place. They are still before us," he said.

Mr. Starr said a departmental committee had reviewed all submissions made by employer and worker organizations and had spent many hours putting together amendments that are to be studied by the legislative committee.

Referring to automation as a "vexing" problem that the Brotherhood had faced during the last three years, Mr. Starr said there was a committee representative of labour and industry spending a great deal of time studying this problem.

Mr. Starr paid tribute to J. G. McLean, Vice-President and National Legislative Representative of the Brotherhood who is

retiring this year, for his faithful work on the Unemployment Insurance Advisory Committee. Mr. McLean will be succeeded as Vice-President and National Legislative Representative by A. R. Gibbons of Edmonton, effective at the end of the year.

BLFE Invites All "Operating" Rail Unions to Amalgamate

The Brotherhood of Locomotive Firemen and Enginemen, at its 37th convention, held in St. Paul, Minn., voted to invite all "operating" rail unions to "join in a procedure" to amalgamate.

President H. E. Gilbert and the union's five top officers were re-elected.

The convention also:

- Pledged the "full resources" of the Brotherhood to resist any efforts of the railroads to eliminate or seriously modify agreements affecting the use of two engine-service employees on every locomotive;

- Took action to set up a legal aid department that will recommend to members and local lodges competent attorneys upon request, particularly in injury cases;

- Approved a constitutional change to create a legislative and education committee in each lodge.

Heated Debates at Convention of Mine, Mill and Smelter Workers

The annual convention of the International Union of Mine, Mill and Smelter Workers (ind.), held in Toronto during the week of September 14-20, was marked by heated debates on two main questions—affiliation with the CLC and the exclusion of Communists from leading offices in the union—and by a struggle between the national officers, with the support of most of the delegates, and a rebellious group from Sudbury Local 598.

At the beginning of the conference, the union executive criticized governments for attacking labour and called for a Charter of Labour's Economic Rights. They also demanded the right to pension vesting—assuring an employee of more than 50 years of age and with 20 years of service that he will get his pension when he reaches retirement age whether or not he has been employed by the same firm all that time.

The executive report said that the Charter should guarantee employment at good wages, the right to retire voluntarily at 60 years of age with a pension, severance pay in the event of layoff, training in new skills and trades for workers displaced by new methods, the right to a good education and

protection against sickness and accident. It would also demand the right to free collective bargaining.

Union leaders who sacrificed the interests of labour to their own personal gain were criticized in the report.

The report expressed the desire of the union for affiliation with the Canadian Labour Congress in accordance with a referendum vote of the membership, held on July 21, in which certain terms of affiliation were stipulated.

Affiliation with CLC

A resolution from Local 480 in Trail, B.C., proposed that the union's application for affiliation with the CLC should be withdrawn. This resolution was strenuously opposed by Sudbury Local 598, which was pledged to support affiliation, but it received strong support from other quarters and was finally referred back to the committee by a vote of 47 to 46.

The resolution said that the membership of the union had shown "indifference" in the referendum vote on the subject of affiliation. (Only about 25 per cent voted, although those who did vote favoured affiliation by six to one.)

Allan King, President of the Trail local, said that affiliation would not end the encroachment of the United Steelworkers. Don McNabb, Vice-President of the Sudbury local, said that the convention should show the CLC that the union is still eager to become part of the main stream of the Canadian labour movement.

After the delegates had defeated the Trail resolution, they adopted a portion of the executive board's report on "labour unity" that backed membership in the CLC.

Two resolutions proposed by the Sudbury local that would have amended the union's constitution to exclude Communists from office, and require officers to take an oath, received no support from the convention. They did, however, lead to heated exchanges.

Some of the most vehement opposition to the Sudbury local's resolutions came from four senior officers: Nels Thibault, Harvey Murphy, William Longridge, and William Kennedy. The only support for the resolutions came from 22 members of the 31-man Sudbury delegation.

The national executive was returned practically intact, except for the replacement of President Nels Thibault by Ken Smith of Vancouver. Mr. Thibault two weeks before the convention had announced that he would not be a candidate for re-election, as he intended to run for the presidency of the Sudbury local in November.

J.A. Whitebone Loses Presidency Of N.B. Federation of Labour

Angus MacLeod of the Industrial Union of Marine and Shipbuilding Workers of Canada, of Saint John, was elected President of the New Brunswick Federation of Labour at its 3rd annual convention, held in Edmundston September 14 to 16. He defeated James A. Whitebone, President of the Federation for 27 successive years, by a vote of 64 to 57.

The delegates approved resolutions calling for:

- Legislation establishing equal pay for equal work for women and men;

- Establishment of a female minimum wage of 75 cents an hour, with time and one half after 40 hours;

- Amendments to the Workmen's Compensation Act to provide benefits up to 85 per cent of a worker's wages and to raise the maximum amount of wages on which compensation is based to \$5,000 per year;

- Addition of a provision to the Labour Relations Act that would prevent an employer from calling a meeting of his employees for the purpose of directly or indirectly influencing them to become or not become members of a trade union;

- Legislation that would bring all governing bodies of municipalities, cities, towns and villages, and all boards and commissions established by such boards and commissions, under the definition of an "employer";

- Legislation that would allow provincial civil servants to organize into unions of their choice, bargain collectively and sign collective agreements;

- An amendment to the Labour Relations Act to provide that votes ordered by the Labour Relations Board be decided on a majority of employees voting rather than a majority of those eligible to vote.

Addressing the delegate, Stanley Knowles, Executive Vice-President of the Canadian Labour Congress, stressed the importance of forming a new political party that would foster the interests of labour and noted that "all but three of the 78 resolutions on the agenda of this convention relate either to political action itself or to matters that can be achieved only by governments, at one level or another".

In the election of officers, Frank W. Murray of Saint John was chosen to fill the vice-presidential vacancy left by the elevation of Mr. MacLeod to the presidency. The other five vice-presidents were re-elected: W. A. MacLean, Fredericton;

Charles Malchow, Bathurst; Ralph J. Boyd, Moncton; Michael J. Kenney, Newcastle; and Rolland Blanchette, Edmundston.

James J. Leonard of Saint John was elected Secretary-Treasurer to succeed William F. McCarlie.

Firm Agrees to Finance Study Of Automation's Effect on Jobs

A fund to help cushion automation's effects on employment has been negotiated by a United States meat packer and two meat production workers' unions: the United Packinghouse Workers of America and the Amalgamated Meat Cutters and Butcher Workmen of America.

The company, Armour and Company, will contribute 1 cent per 10 pounds of total tonnage shipped from its plants until the fund totals \$500,000. The fund will be used to study and deal with the problems of technological unemployment.

Administration will be made in the hands of a nine-man labour-management committee, composed of four management representatives, two delegates from each of the unions, and an impartial chairman. Each group will pay its own expenses for representatives and the fund will pay the chairman's expenses.

The committee is charged with developing methods by which to deflect the impact of automation on employment into constructive channels by training workers to handle more complex machinery, creation of new opportunities within the company, and relocation of those displaced.

In the two-year agreement, the two unions recognize that the company's modernization program is "vital to its ability to compete and grow successfully, thus...providing the assurance of continued employment for the employees under fair standards of wages, benefits and working conditions".

134 Canadian Experts Assigned To Colombo Plan Countries

From the founding of the Colombo Plan in February 1950 until March 31, 1959 Canada had assigned 134 Canadian experts to Colombo Plan countries. They were experts in public health, agriculture and fisheries, mining, engineering and aerial surveys.

Over the same period, 1,035 trainees from Colombo Plan countries came to Canada to study at universities and other educational institutions or receive training in Government departments.

AFL-CIO Re-admits ILA, Plans Arbitration of Union Disputes

Among the more important actions of the AFL-CIO convention, held in San Francisco last month, were:

1. The re-admission of the International Longshoremen's Association into the federation, ending an expulsion that had lasted for six years;

2. The taking of steps to set up compulsory machinery for the arbitration of jurisdictional and raiding disputes between unions.

The International Longshoremen's Association was taken back on a two-year probationary status, during which it will have all the charter rights of other affiliated unions, but it will be subject to ouster again if it refuses to comply with any reform directives issued by George Meany, federation President.

One of the conditions of the return of the union is the completion of a merger with the International Brotherhood of Longshoremen, set up by the federation after the expulsion of the ILA.

Under the plan for compulsory arbitration of disputes between unions a special committee was directed to develop a detailed program for creation of a panel of "permanent and well-qualified persons" to serve as arbitrators. When the unions directly involved in a dispute fail to settle it voluntarily the rulings of the arbitrators must be accepted.

The entire plan is subject to ratification by a special AFL-CIO convention in 1960.

The convention unanimously approved a plan to ask the organization's 12,500,000 members to contribute an hour's pay a month to help the striking steelworkers. It was estimated that these contributions would supply the steel unions with as much as \$30,000,000 a month.

The convention modified the AFL-CIO's stand of full support for the reciprocal trade program. It unanimously approved a resolution calling for tariff revision to safeguard "absolute historic levels" of domestic production against dumping of foreign goods. The retreat from free trade principles was designed to prevent "drastic production cutbacks or employment displacement in domestic industries as a result of sudden large influxes of competing imports".

The federation stated emphatically that it was not wavering in its conviction that a gradual reduction of barriers to international trade in the free world would fortify democracy in its fight with Soviet totalitarianism.

A liberalization of immigration laws to permit the entry of at least 250,000 new arrivals annually was recommended by the convention. This increase would be in addition to those now eligible on a non-quota basis. The resolution called for abandonment of the national origins quota system and its replacement by "meaningful and relevant factors" such as family reunion, the country's technical and professional needs, refugee relief, national interest and resettlement.

U.S. Secretary of Labor James P. Mitchell announced when addressing the convention that he had sent a telegram to President James Hoffa of the Teamsters soon after the signing into law of the Labour-Management Reporting and Disclosures Act, 1959. The telegram said:

"You will advise me within ten days whether any Teamster official has been a member of the Communist party or convicted of crime during the past five years."

Mr. Mitchell said similar telegrams would be sent to officials of other unions but expressed certainty that the federation's affiliates would have no difficulty in complying with the Act. He assured the convention that the Act would not be used for a "witch hunt" against honest unions.

Racial Discrimination

Towards the close of the convention a stormy debate occurred over provisions discriminating against Negroes in certain union locals and in the constitution of certain unions. One resolution had called for the ouster of the Brotherhood of Railroad Trainmen and the Brotherhood of Locomotive Firemen and Enginemen if they failed to act in six months to eliminate constitutional bans on Negro members.

President Meany said that the heads of these two unions had both assured him that they were determined to eliminate their "white only" clauses. He said that progress in this direction would end if the federation set a deadline.

The convention unanimously re-elected Mr. Meany, for his third two-year term as President, Secretary-Treasurer William F. Schnitzler, and all 27 vice-presidents. Mr. Meany and Mr. Schnitzler were voted salary increases of \$10,000 a year. This brought Mr. Meany's salary to \$45,000 and Mr. Schnitzler's to \$43,000.

Membership of AFL-CIO unions on June 30, 1959 was 12,671,000, it was reported to the convention. This total represents a net gain of 366,000 from December 1955, date of the merger of the AFL and CIO.

The Ageing Worker in the Canadian Economy

Department's monograph on the ageing worker, just issued, deals with labour force participation, occupations, income and unemployment of persons 65 years and older, and includes observations on workers between 45 and 64 years of age

The proportion of people in the population of Canada who are 65 years of age or older has been increasing more slowly since 1956 than it did between 1931 and 1956, and the ageing of the population is likely to be slow during the remainder of this century, according to *The Aging Worker in the Canadian Economy*, a monograph by the Economics and Research Branch of the Department of Labour.

Furthermore, if employment remains fairly full, the cost of supporting the older members of the population ought to become progressively easier for the community to bear during this period. This estimate is based on the expectation that the gross national product in constant dollars in 1980 will be almost three times that of 1955.

Older Workers in the Labour Force

The proportion of the labour force aged 65 years and older showed little change between 1931 and 1951. During that period this part of the population increased by 88 per cent, but their numbers in the labour force increased by only 33 per cent, the report says.

"The trend was quite different for the labour force aged 45 to 64. The male labour force in that age group grew at about the same rate as the population of that age; since this rate of population growth was a little faster than that of the population aged 14 and over, the proportion of the labour force aged 45 to 64 increased. The female labour force aged 45 to 64 increased a good deal faster than the female population of the same age; over the period 1941-51 an increasing proportion of women in the 45-64 age group entered or re-entered the labour force."

One important reason given by the report for the reduced participation in the labour force by the oldest group is the reduction in the proportion of the labour force made up of employers and "own-account" workers, who are in a much better position than employees to keep on working if they want to. The report points out that whereas today only about a sixth of the labour force consists of employers and own-account workers, at the beginning of the century the proportion was probably more than a half.

"There are fairly wide differences in the extent to which older persons participate in the labour force of the various regions of Canada... In 1951 Ontario had the highest participation rates of all the regions for men aged 65 and over, and British Columbia had by far the lowest... The degree of participation of older women in the various regions tends to parallel that of women of all ages," the report states.

Occupations of Older Workers

"The occupations employing the largest numbers of males aged 65 and over were agricultural, manufacturing, proprietary and managerial, and service occupations," the monograph reports.

Although a large proportion of males aged 65 and over were employed in manufacturing, a substantially greater proportion of the younger age groups worked in these occupations. In agricultural, proprietary and managerial, and service occupations, the proportion of older workers was higher than the proportion of all workers... The service occupations, which include hotel and restaurant workers, janitors, watchmen, laundry workers, and similar occupations, were found to have a high concentration of older workers in 1951... Agriculture showed a high concentration of older workers for reasons already discussed (the own-account character of most occupations in agriculture)."

Features that characterize the occupations in which older workers are most highly concentrated, the report says, are: light work, own-account or employer status, relatively low wages, and requirements involving relatively little education or advanced training (since older people have on the whole substantially less formal education than the younger workers).

"In 1951 the largest occupational groups for women aged 65 and over were service, professional, manufacturing, and proprietary and managerial occupations. Compared with the female labour force as a whole, these older women were much more involved in service occupations, and much less in clerical, commercial, and communications occupations."

The characteristics of occupations in which the largest concentration of older women workers were found were the same as for men, with the added one that the

worker was not required to deal with the public. The report remarked that "In sales and secretarial work (and in some special occupations such as those of receptionist or airline stewardess) there is a definite competitive advantage to being 'presentable' in the sense of having a youthful appearance. Prejudices in this matter are apparently weakening somewhat..."

The report states that "In 1921 there was a considerably larger proportion of older women than in 1951 listed as employed in agricultural occupations, and the concentration of older female workers in agriculture was also much higher." It adds, however, that this difference may be in part a statistical phenomenon.

Unemployment of Older Workers

"The term 'unemployment' can be interpreted in a number of ways," the report points out. "Two measures of unemployment that are useful in labour market analysis are (1) the number of people who are available for work, and (2) the number of people who are actively seeking work."

It goes on to say that "There are a number of reasons why older persons who are out of jobs may be less likely than other persons to actively seek work, even though some may be available for work, given the right opportunities. As long as there is little opportunity for work they may consider themselves as retired, even when some demand for labour exists they may feel that younger workers will be preferred, or they may be unemployable in the occupations that they followed most of their lives, and unwilling to work at anything else."

For these reasons, the report implies, statistics regarding unemployment are somewhat more indefinite for the oldest group of workers than for the younger groups.

Income of Older People

"It is well known that the incomes of people aged 65 and over tend on the average to be lower than the incomes of the rest of the adult population; this is mainly, but not entirely, due to the fact that fewer of the older group work for a living. The occupational distributions... suggest a certain amount of clustering of the older labour force in the lower paid occupations."

Referring to tables given in the bulletin, the report points out that "Median income for persons aged 65 and over was \$938 for men and \$411 for women in 1954 (including transfer payments and investment income as well as wages and salaries). These

median incomes were each 72 per cent below the median income levels of \$3,371 for men aged 30-39 and \$1,465 for women aged 20-29, the highest levels shown in the table."

However, the report goes on to state that "For those whose major source of income was wages or salaries, the disparity in incomes of young and old was not so great as in the population at large." Quoting figures from one of its tables, it says that "the median income of wage earners aged 65 and over of \$2,433 for men and \$1,499 for women was only 29 per cent and 3 per cent below the median income levels of \$3,414 for men aged 30-39 and \$1,548 for women aged 20-29 (which were the highest median incomes). Thus it appears that while older people in general had incomes considerably lower than those of the rest of the population, older people who were able and willing to work enjoyed incomes that were (especially in the case of women) not appreciably different from those of other groups."

The report points out that the below-average incomes received by persons aged 65 and over do not reflect a drastic reduction in income at any time, but are rather due to the failure of the older people to share in the "quite remarkable gains in real personal income during the postwar period".

One factor mentioned in the report which helps to augment the incomes of older people is that a considerable proportion of them own their houses. "Data from the DBS survey of incomes, assets, and liabilities indicate that in March 1956 over two thirds of families with heads aged 65 and over own their homes, and that over 85 per cent of these had the homes fully paid for." The report adds that "In general, the debts of these families were found to be low and their assets were high compared to those of families with younger heads."

The report points out that if it were possible to extend the employment of people in the 65 and older age group without greatly depressing wages the income maintenance problem would be eased. But it adds that "Such an extension of employment would depend on there being a fairly large proportion of the group... who are not in the labour force, available to take advantage of expanded employment opportunities. The few statistics presented on the incidence of disabilities in Canada's older population suggest that the addition of workers from this source might be quite modest in size."

Workers between 45 and 64 Years

As regards workers aged between 45 and 64 years, observations made in the bulletin include the following:

—Indications are that the worker in this age group who has to look for work is likely to find his opportunities considerably limited in some occupations.

—The proportion of persons in this age group who are labour force members does not fall much below the maximum levels for men until about the age of 60, while the proportion of women aged 45 to 64 who are labour force members has been continually increasing, and is now almost up to the level of women aged 25 to 44.

—The incidence of unemployment among workers aged 45 to 64 is among the lowest of all the age groups for both sexes, using either of the measures of unemployment used in this study.

—The median income of this group does not appear to be significantly lower than that of younger people.

The report concludes that "By and large, the problem of job opportunities for older workers in the future will be determined to a large extent by the pace and character of future economic changes and the ability of workers to adjust to these changes. A society aware of these developments and their impact on workers growing older can do much to help them adjust to change; and can do much to help create opportunities more in line with the contributions that these people are able to make."

There are 20 tables interspersed in the text of the report, and a number more are contained in an appendix. The monograph is obtainable from the Queen's Printer, Ottawa, at a price of 25 cents.

Age and Performance in Retail Trade

Older sales employee has as good a performance record as younger one, study finds, and workers hired after age 40 tend to outperform those hired below age of 30: older worker attained a higher performance rating after shorter service

The older sales employee has as good a record of performance as the younger one, if not better, it was found in a study made by the Department of Labour of two large department stores in large Canadian cities.

The best performance record in one store was made by employees in the 51-55 age group; in the other, by the 56-60 group. And the performance score of employees over 60 years of age compares favourably with that of employees under 51, it was found.

Another important finding was that workers hired past the age of 40 years tended to perform better than those hired below the age of 30, i.e., the older worker attained a higher performance rating within a shorter period of service than the younger worker.

The improvement in performance that comes with increasing service seems to hold true for employees in their late forties and early fifties at least as much as for younger workers, the survey results showed.

A report of this study, conducted by the Economics and Research Branch of the Department, has just been published under the title, *Age and Performance in Retail Trade*. The subtitle is, *Two Case Studies of the Relation between Age and Selected Characteristics of Sales Personnel in Two Department Stores*.

The study analyses the relation between age and sales performance of clerks working in a wide variety of departments, varying from the sale of sewing machines and hearing aids to stationery and cosmetics. The personnel and sales records of the stores, together with the opinions of supervisors in one of the stores, constituted the basic research data for the analysis.

The study was an attempt to assess in an objective and measurable way, within one industry, the assertion that as age increases, performance declines. It was a combination of case study and statistical approach. The records of the two independent department stores formed the basis of the investigation; separate sets of data were analyzed for each store, although at certain points an effort was made to integrate the findings of both analyses.

"The fact that observations drawn from one set of data were consistent with those drawn from the other would seem to enhance the validity of the findings," writes Dr. W. R. Dymond, Director of the Branch, in his introduction to the publication.

At the time of the study, the two stores employed a total of some 2,350 full-time sales clerks, 1,025 in one and 1,325 in the other. Some employees were excluded because information needed to measure their

performance was not available, because their departments were too small to provide a reasonable basis for comparison, or because they were not permanent employees with a minimum number of working days in the survey year and with equal selling opportunity within their department. As a result of these exclusions, 1,018 full-time sales clerks formed the basis of the statistical analysis.

Summary of Findings

The main findings of the study, as summarized in the report, are:

1. By and large, older employees perform as well as or better than younger employees.

2. Performance improves with age, within limits, even when length of service is taken into account.

3. Peak performance in terms of age seems to be reached between the age of 51 to 55. Beyond this point, performance, while still comparing favourably with that of relatively young employees, appears to level off or decline slightly.

4. Performance tends to improve with service.

5. The advantage in performance gained with experience applies as much to older employees as to younger employees, and perhaps more.

The report points out that the study was largely experimental and that the findings "should be interpreted with care". It also warns that "The conclusion that older employees perform as well as or better than younger employees is not to be construed as evidence that any group of older employees would perform, on the average, as well as or better than younger employees."

This study is one of certain research projects undertaken by the Economics and Research Branch at the suggestion of an interdepartmental committee composed of representatives of the Departments of National Health and Welfare, Veterans Affairs, and Labour, and of the Unemployment Insurance Commission, that was set up to investigate the problems of the older worker in employment.

The booklet is available from the Queen's Printer, Ottawa, at 25 cents a copy.

Clauses in Collective Agreements Dealing with Older Workers' Problems

Only 37 of sample of 600 agreements in effect in 1956-57 contained provisions that dealt specifically with employment-connected problems of older workers

Comparatively few collective agreements, according to a recent survey, contain specific clauses dealing with the problems faced by older workers which arise directly out of their employment. Out of a sample of some 600 agreements in effect in 1956 and 1957 in all Canadian industries that were examined by the Economics and Research Branch of the Department of Labour, only 37 were found to have provisions dealing specifically with the older worker.

A similar study made by the United States Department of Labor¹ also revealed that few of the agreements studied had such clauses.

It should be noted, however, that collective agreements without specific older worker clauses do not necessarily indicate a lack of interest in the aged employee; it is likely that in a number of bargaining units, the policy affecting the employment

This article is based on information drawn from collective agreements on file in the Economics and Research Branch, which endeavours to obtain copies of collective agreements covering all but the smallest bargaining units in each industry.

of older workers is carried out through informal labour-management arrangement.

There are a variety of situations in which the aging employee may find himself. He may be without a job and seeking employment; he may no longer, because of advancing age, be able to carry out his job satisfactorily but may still be capable of effective performance in other work; his abilities may be seriously impaired as he approaches retirement age; or he may have retired while still able, and may wish to continue working although his retirement age has been reached. Some collective agreements deal specifically with these problems. While few recognize them formally, most agreements today significantly strengthen the employment security of the

¹ U.S. Bureau of Labor Statistics. *Older Workers under Collective Bargaining. Part I—Hiring, Retention, Job Termination*. Bulletin 1191-1, Sept. 1956.

long-service employee and also provide many benefits to which the employee is entitled on the basis of length of service.

For example, a study of collective agreements in Canadian manufacturing industries found in approximately nine out of every ten agreements a "graduated vacation plan" providing for vacations which varied in length with the length of service of the employees (L.G. 1957, p. 454). It is noted in the same study that provision for some kind of seniority recognition was found in nine agreements out of every ten. Moreover, in three agreements out of every ten, seniority was a criterion in determining what employees should have prior choice of vacation time and/or work; the long-service employees received special consideration in regard to the shifts they preferred to work, the kind of work they wished to do, and/or the time of year during which they wished to take vacations.

Another type of clause that may particularly benefit the older worker is that which provides cumulative sick leave with pay, enabling employees to be credited from year to year with the number of non-used allowable sick days. However, while such clauses may have added significance for the older worker, they affect virtually all employees covered by the agreement and, for the purpose of this article are not considered to be older worker clauses.

Older worker clauses can be broadly divided into three categories: those referring to hiring, those dealing with retention of services, and those concerned with termination of employment. The most common, in the sample group of 37 agreements which contain older worker provisions, deal with the retention of the aging employee's services and usually provide for his transfer to a more suitable job. In only two agreements is there reference to the hiring of older workers. In only one agreement does a clause specifically deal with the termination of an older worker's employment. In about one third of the agreements the application of the older worker provision is subject to agreement between management and the union; in two agreements only, it is stipulated that the provision will be carried out at management's discretion.

In many agreements, physical disability caused by reasons other than advancing age is equated with length of service and age as a factor which entitles employees to receive special consideration.²

Hiring of Older Workers

Four clauses referring to the hiring of older workers are listed below. Clause 1 stipulates that "every effort" will be made

to place the older worker. Clause 2 provides that there will be no discrimination on the basis of age either in hiring and/or in continued employment; Clause 3 provides that for every four journeymen employed, one must be 55 years of age or over (this clause was found in an agreement signed with an electrical contractors' association). A similar clause (Clause 4) stipulates that a "superannuated man" shall be employed when eight or more plasterers are employed on one project; this clause also provides for wage adjustments in the case of the hiring of superannuated men.

- Clause 1.** "We agree that every effort will be made to place the older carpenters when suitable jobs are available."
- 2.** "No carpenter shall be discriminated against in hiring or continued employment because of age only."
- 3.** "The help shall be divided into two classes, Journeymen and Apprentices. Where four or more Journeymen are employed every fourth Journeyman shall be 55 years of age or older, if available."
- 4.** "When 8 or more plasterers are employed on one project, there shall be a superannuated man employed, at a rate of one superannuated man for every 8 plasterers. The wages to be agreed upon between the employer and the employees, but in any event, not less than 60 per cent of the regular wage scale."

Although no other provision of this category was found in the agreements studied, other types of such clauses may be included in contracts: for example, clauses which, in order to encourage the hiring of older workers, provide that certain jobs are to be set aside for these workers.³

The incidence of the hiring of older workers may be expected to vary from industry to industry. In certain industries, the nature of the work performed is not likely to attract older workers; in other industries, where the work is not too strenuous, more applications are likely to be received from older persons. The practice in hiring older workers may also vary from those areas where, for instance, the labour

² It should be noted that in selecting older worker clauses from the sample of agreements studied, clauses dealing with handicapped workers as such were not included, even though these clauses might be of particular significance to older workers.

³ U.S. Bureau of Labor Statistics. *Older Workers under Collective Bargaining. Part I—Hiring, Retention, Job Termination.* Bulletin 1191-1, Sept. 1958, pages 7-10.

force is predominantly young, to those where there is a large proportion of older workers. Factors such as the type of union security clause in effect or the average age of the union membership⁴ may have a bearing on the hiring of older workers. Pension plans and group insurance plans may also affect the policy regarding the hiring of older employees.⁵

Retention of Older Workers

Clauses dealing with the retention of the older employee's services vary greatly in content and also in the way they are phrased. It is sometimes difficult to gain from reading them a clear notion of their practical application.

"Retention" clauses can be broadly divided into two categories: those providing for the retention of the older worker's services *before* he reaches retirement age, and *after* he has reached retirement age.

Retention Before Worker Reaches Retirement Age

There are several ways in which older worker clauses deal with the retention of an employee's services before he reaches retirement age. The most frequent provides for the transfer of the employee to a more suitable job (Clause 5). The older worker may be enabled to retain his job at a reduced rate of earnings (Clause 6) or he may be given special consideration with regard to hours of work (Clause 7).

Clause 5. "Employees who have given long and faithful service in the employ of the Corporation and who have become unable to handle their regular jobs will be given preference for such other employment as is suitable and available."

6. "By mutual consent, rates may be reduced where an employee through age, physical handicap or other infirmity is not able to perform the task required with average efficiency."

7. "There shall be no discrimination in the wages, hours or other terms and conditions of employment based on age, sex or marital status, provided, however, that such arrangements may be made for older employees with regard to hours of work."

Pay Adjustment

As might be expected, an adjustment in pay usually follows the application of these provisions. However, some "retention" clauses (Clause 5, for instance) have nothing to say about pay adjustment. Other

clauses deal with pay adjustment in various ways: as mentioned above, the employee may continue in the job at a reduced rate (Clause 6), or the clause may stipulate that the older worker will automatically receive the wage rate set for the job to which he is transferred (Clause 8); the new rate may be set at management discretion (Clause 9) or through an agreement between the employer and the union (Clause 10). Some clauses (Clause 11, for instance) allow for pay adjustment by stipulating that the wage provisions will not apply to older employees incapacitated in the performance of their regular duties. Another clause provides for a special maximum rate to be paid to transferred older workers (Clause 12).

Clause 8. "When an employee is transferred to a lower rated job because of inability to perform the job, health or request, his rate will be adjusted immediately to the rate of the job to which he is transferred."

9. "The Company shall have the privilege of employing any workmen incapacitated by reason of accident, infirmity or advanced age at a wage less than that specified in the category concerned."

10. "Employees incapacitated for the performance of their regular duties by accident or disease resulting from their employment with the Company, or employees who have given long years of continuous service in the plant and who have become unable to handle heavy work to advantage, shall be assigned to such light work as is available at that time and that they are able to handle at a rate to be mutually agreed upon between the Company and the Union."

11. "Employees who, by reason of their age or physical disability are, or become no longer capable of maintaining a normal standard of efficiency (that is, of discharging the full requirements of their regular jobs), may be removed from the seniority list and the wage provisions of this agreement may not apply."

12. "Regardless of seniority provisions above, an employee who has given long and faithful service to the Company, or whose capacity is limited because of physical or mental handicaps or other infirmities may be employed at the discretion of the Company on suitable work at a rate up to ten cents per hour below the basic rate for warehouse workers."

Seniority Adjustment

In transferring older workers to different work, problems may arise in applying the general provisions regarding the transfer of employees under the seniority system.

In some cases the way in which this problem is to be handled is not specified (for example, Clauses 5 and 8); however, it is possible that in these cases a satis-

⁴ See Melvin K. Bers. *Union Policy and the Older Workers. Institute of Industrial Relations, University of California, Berkeley, 1957.*

⁵ See Canada. Department of Labour. *Pension Plans and the Employment of Older Workers.* Queen's Printer, 1957.

factory informal arrangement has been worked out between the employer and the union.

In other agreements there are more specific provisions: the transferred older worker may be removed from the seniority list (Clause 11) or the clause may be applied "regardless of seniority provisions" (Clause 12). One clause specifies that if the transfer of an older employee to lighter work "adversely affects" the seniority of another employee, then the transfer will be subject to the approval of the Union Committee (Clause 13).

Clause 13. "If the assignment of such employees (i.e. aged or partially incapacitated employees) to lighter work will adversely affect the seniority status of any other employee in the seniority unit in which they are assigned, the assignment shall only be made after approval of the Local Union Committee."

Retention After Worker Reaches Retirement Age

There is also some variation in the clauses providing for the retention of the older worker after he has reached retirement age.

Some of these clauses merely provide that pensioners will be given an opportunity to do part time or temporary work (Clauses 14, 15 and 16, for example. Clause 15 was included in an agreement covering hospital employees). Other clauses refer to the seniority status of the superannuated worker who is re-employed (Clauses 17 and 18). For instance, Clause 17 stipulates that "men who have reached retirement age... may, at the discretion of the Company, be exempted from the provisions of the seniority rules..." This clause also stipulates that the wage paid to the men who have reached retirement age will not be less than the rate of the new job they will perform.

In Clause 19 a distinction in seniority status is made between the re-employed worker who has been on normal retirement and the one who has been retired on total and permanent disability pension. Some older worker clauses of the "after retirement" type are carried out at management discretion (Clause 17 for example) or are subject to agreement between the employer and the union (Clause 18).

Clause 14. "Pensioners shall be given an option of doing part-time non-operating work in addition to drawing their pensions."

15. "Where possible, retired employees of long service shall be given the preference of being employed for Holiday relief or seasonal employment."

16. "On the first day of the month after reaching retirement age (60 for females, 65 for males) every employee will automatically cease to be employed, but the Company may re-

employ an individual over retirement age on a temporary basis."

17. "Men who have reached retirement age, or who are not capable of performing their regular duties by reason of infirmity may, at the discretion of the Company, be exempted from the provisions of the seniority rules and may be pensioned off or given preference of such work as they are capable of performing and be paid a rate of wage not less than the rate of the job but the new rate will not be effective until a period of thirty (30) days has elapsed."

18. "Employees who by reason of being of an age whereby they are eligible to receive Old Age Pension under the existing laws of the Province of Ontario or who are physically disabled and are, in the judgment of the Company, no longer capable of maintaining a normal standard of efficiency, that is, of discharging the full requirements of their regular jobs, may be removed from the seniority list and the wage provisions of this Agreement need not apply. The parties hereto covenant that this clause will be interpreted by them in an effort to continue employment of such employees wherever possible so that they may remain self-supporting and the parties hereto agree to confer amicably in respect of the individual cases so that no employee may be unfairly dealt with."

19. "If he (i.e., the employee) retires or is automatically retired otherwise than on total and permanent disability pension and is subsequently re-employed, he shall be considered a new employee and without seniority and shall not acquire or accumulate any seniority thereafter, except for the purpose of applying the provisions governing Holiday Pay and Vacation Pay..."

"...if he has been retired on total and permanent disability pension and if he recovers and is subsequently re-employed, he shall have his seniority reinstated as though he had been continued on a sick leave during the period of his disability retirements."

Termination of Older Worker's Employment

An older worker may quit his job for various reasons, such as finding other employment, or becoming temporarily or permanently incapacitated. He may be discharged temporarily or permanently laid off. Or he may retire.

The existence of seniority provisions in most collective agreements whereby employees are laid off on the basis of seniority precludes a policy of laying off older employees first. Similarly, the existence of a grievance procedure that, by implication, requires that all discharges of employees must be "for cause" prevents employers from discharging employees merely because of advancing age. However, neither seniority provisions nor a grievance procedure prevent an employer from following a compulsory retirement policy whereby all em-

ployees must cease their employment upon attaining a certain age, commonly 65.

A study of collective agreements in manufacturing industries (L.G. 1957, p. 454) showed that in eight agreements out of every ten seniority was recognized in lay-offs and rehiring. The same study also indicated that in 402 of the 458 contracts examined there was a grievance procedure providing for step-by-step negotiation and final arbitration, if necessary, of complaints.

Of interest also are the results of a special study on grievance procedures in collective agreements in manufacturing (L.G. 1952, p. 601), which indicated that in 154 out of the 510 agreements studied, grievances alleging improper discharge were given special attention and were subject to shortened procedures.

Among the 37 older worker clauses, one only provided that: "The age of a member employee shall have no bearing on his qualification in the matter of continuous employment."

Retirement Age Provisions and Termination of Older Worker's Employment

The time when an older worker's employment will be terminated is often determined by the type of retirement provision in effect. A survey of 141 establishments made for the purpose of this study indicated that in 67 of them there was a compulsory retirement age, compared with 52 establishments with an optional provision. Of the 67 compulsory retirement age provisions, 33 had fixed the retirement age at 65 (for male workers), 12 at between 66 and 69, and 21 at 70. (In 22 establishments, no information could be obtained on the retirement age provision.)

It should be mentioned, however, that at least two of the older worker clauses providing for the retention of the older worker's services after he has reached

retirement age (Clauses 14 and 16) were in effect in a bargaining unit where there was a compulsory retirement provision. Nor can it always be assumed that a compulsory retirement policy automatically leads, in all cases, to the complete termination of the older worker's employment at a certain fixed age.⁶

Factors such as the union's or management's general policy towards retirement, the age of union membership, the general state of the economy or the economic conditions or prospects of the industry concerned may influence the attitude of managers and union officials towards the termination of the older worker's employment.⁷

As mentioned at the beginning of this article, only one older worker clause among the 37 examined specifically dealt with the termination of the older worker's employment. This clause was found in an agreement signed in a publishing company where it does not seem that a pension plan was in effect. This clause reads as follows:

(a) Any employee discharged for reasons of infirmity or incapacity, or economy of operations or old age, shall receive severance pay in a lump sum in accordance with the following schedule:

- (1) Up to 2 years service—wages due,
- (2) Over 2 years service, but under 3—wages due, plus two weeks,
- (3) Over 3 years service, but under 4—wages due, plus three weeks,
- (4) For each additional year of service thereafter, up to a maximum of 14 years, one week's additional wages, with maximum severance pay of 14 weeks salary, plus wages due.

In another paragraph of this provision, it was specified that: "Employees leaving after long service may be given, on review, recognition in a bonus from the Company."

⁶ For further details, see "Types of Retirement Policy in Canadian Industrial Pension Plans", *Labour Gazette* 1954, pp. 1238-1243.

⁷ See M. K. Bers, work cited.

U.S. Unemployment Lower in August but Rate Higher

The number of United States workers without jobs declined by 318,000 between mid-July and mid-August to 3,426,000.

Because the decline was less than normal for this time of year, the seasonally adjusted rate of unemployment rose to 5½ per cent, the same as a year earlier.

Employment, which usually improves in August, declined by 353,000. Despite the reduction, the employment total set an August record of 67,241,000.

The steel strike and the shutdown of auto assembly lines for model changeovers resulted in less than the usual reduction in unemployment, according to the U.S. Department of Labor.

Labour Relations and Trade Union Legislation in Canada in 1959

At 1959 sessions, B.C. Legislature replaces Trade-unions Act, Newfoundland passes Trade Union (Emergency Provisions) Act and amends Labour Relations Act. Manitoba, Ontario, Prince Edward Island and New Brunswick amend Acts

At the 1959 sessions, the British Columbia Legislature replaced the Trade-unions Act by a new Act of the same name and amended the Constitution Act to make picketing of government buildings unlawful; the Newfoundland Legislature passed the Trade Union (Emergency Provisions) Act and amended the Labour Relations Act; and Manitoba, Ontario, Prince Edward Island and New Brunswick amended labour relations legislation. In Saskatchewan the Queen's Bench Act was amended to abolish *ex parte* injunctions in labour disputes.

British Columbia

The new British Columbia Trade-unions Act, which replaces the former Trade-unions Act first enacted in 1902, breaks new ground by declaring a trade union to be a legal entity open to damage actions. Under its provisions, both trade unions and employers' organizations are declared legal entities for purposes of prosecuting and being prosecuted for offences against the Labour Relations Act and for purposes of suing and being sued under the Trade-unions Act.

The law also sets out the circumstances in which picketing may legally be carried on. It limits the use of *ex parte* injunctions in connection with a "legal" strike or lock-out and provides that such injunctions are to be effective for a maximum of four days.

In brief, the section of the Act which sets out the conditions under which a trade union or anyone authorized by the trade union may picket restricts picketing to legal strikes and to premises where an actual dispute is in progress. Further, it authorizes picketing only by the union whose members are on strike or locked out.

The legislation was introduced by the Minister of Labour, Hon. Lyle Wicks, in March. In the preceding months, the Minister had asked for representations from labour and management for improvement in the laws governing labour relations in the province.

According to press reports, among the representations received were requests from the Chamber of Commerce to repeal the Trade-unions Act "to abolish special privi-

leges granted to unions". The Building and Construction Industries Exchange of British Columbia, in a brief presented in December 1958, also advocated reform of the law in respect to picketing, pointing out that picketing, providing unions give only information and there is no violence or anything unlawful, is permitted under the Trade-unions Act as an organizing tactic and as a means of compelling an employer to accept union terms.

"It could be," the brief stated, "that the employer has a perfectly legitimate reason for not entering into a trade union agreement—that his employees themselves do not wish to become members and are not desirous of joining a union. But all this is brushed aside by the placing of pickets and the activities of the unions in personally contacting the subtrades and suppliers, warning them not to cross picket lines. The result of such picketing allowed by the Trade-unions Act causes great hardship to industry and business, and particularly if it is a small business." The Vancouver Board of Trade, in its brief, advocated, among other things, that unions should be made legally responsible.

In introducing the Bill, the Minister referred to the concern he said was felt in the province during 1958 over labour-management relations. Time lost through industrial strife was highest since 1952 and nine times greater than in 1958. He reviewed the need for trade union protection which inspired the Trade-unions Act of 1902 and said that Act lacked clarity, was ambiguous, was ineffective in controlling the use of injunctions and was confused concerning the law on picketing.

The new Act has seven main provisions. First, it states the conditions under which a trade union may picket (in the words of the Act, "persuade or endeavour to persuade" anyone not to do certain things): there must be a strike which is not illegal under the Labour Relations Act, or a lockout; the persons who may picket are the trade union whose members are on strike or locked out or anyone authorized by it; the picketing must be at the employer's place of business, operations, or

employment; it must be carried on without acts that are otherwise unlawful.

If these conditions are met, a trade union may persuade or endeavour to persuade anyone not to

- (a) enter the employer's place of business, operations, or employment; or
- (b) deal in or handle the products of the employer; or
- (c) do business with the employer.

In all other circumstances, a trade union or other person is prohibited from persuading or endeavouring to persuade anyone not to enter an employer's place of business, operations, or employment; or deal in or handle the products of any person; or do business with any person.

This section, by prohibiting all persuasion, including picketing as well as other forms, except that carried on in support of a legal strike or in support of locked-out employees, would appear to make any kind of secondary boycott or sympathetic action illegal.

The next provision deals with remedies. Only civil remedies are provided. If anyone violates the above provision, he is liable in damages to anyone injured thereby.

Further, the Act provides civil remedies for infractions of the Labour Relations Act in addition to the sanctions already provided. Any person who does anything prohibited under the Labour Relations Act, or fails to do anything that is required by that Act, is liable in damages to the injured person.

This provision is described in the explanatory note of the Legislative Counsel accompanying the Bill as a clarification of the law. The Labour Relations Act, besides defining particular offences and setting maximum fines for them, provides that a trade union, employers' organization or person who does anything prohibited by the Act or neglects to do anything required by the Act is guilty of an offence and is liable on summary conviction to a fine. It is further provided that no prosecution for an offence under the Act shall be instituted except with the consent in writing of the Labour Relations Board.

There are also other sanctions under the Act that may be applied in the case of an illegal strike in which a union or its members or the employees represented by it have participated. There is no mention in the Act of civil liability for a breach of its provisions.

However, there have been a series of cases in the British Columbia courts which have held that a breach of the Act does give rise to an action in damages against a trade union (*See*, for example, the

Wheaton case, L.G. 1957, p. 468; and the *Therien* case, L.G., April, p. 398). The new Act incorporates in legislation the principle recognized in these cases and opens the way for suits against an employer, employers' organization, or trade union. Any doubt as to a trade union's capacity to be sued or prosecuted as an entity, or to sue or prosecute, is removed. A trade union and an employers' organization are declared to be legal entities "for the purposes of prosecuting and being prosecuted for offences against the Labour Relations Act and for the purposes of suing and being sued under this Act".

A trade union or employers' organization is made responsible for the acts of its members. The Act states that the act of any member of an employers' organization or trade union is presumed, unless the contrary is shown, to be done, authorized, or concurred in by the employers' organization or trade union.

Another provision makes the common law of civil conspiracy not applicable to a trade union involved in a labour dispute. It states that any act done by two or more members of a trade union, if done in contemplation or furtherance of a labour dispute, is not actionable unless the act would be wrongful if done without any agreement or combination. A labour dispute is defined as: "a difference or apprehended difference between an employer or a group of employers and one or more of his or their employees or a trade-union as to matters or things affecting or relating to terms or conditions of employment or work done or to be done."

Up to the passing of this Act there was no legislation in British Columbia that removed trade unions from the law of civil conspiracy. There is a similar provision in the Ontario Rights of Labour Act and the Saskatchewan Trade Unions Act.

The Act also limits the use of *ex parte* injunctions (that is, temporary restraining orders issued by the courts on the application of one party without a hearing of both sides). It states that, in respect of any act relating to a strike or lockout that is not illegal under the Labour Relations Act, an *ex parte* injunction shall not be granted by a court except "to safeguard public order; or to prevent substantial or irreparable injury to property". When such an *ex parte* injunction is granted, it shall not be for a period longer than four clear days.

The final section of the Act repeals the former Trade-unions Act, which declared trade unions were not liable in damages for acts of their members in connection with a labour dispute which were not

authorized or concurred in by its officers acting within their authority, or by a majority vote of the members. (Under the new Act a trade union is still not liable in damages for the unauthorized acts of its members but the onus is placed on the union to show that it has not authorized or concurred in such acts.)

Further, it stated that a trade union and its officers could not be enjoined from, or held liable in damages for, communicating facts to workmen or other persons or for mere persuasion of others, without threats, or for publishing information with regard to a labour dispute.

Legislation was also passed in British Columbia, an amendment to the Constitution Act, making it unlawful to "picket, watch or beset" any Government building in the province with intent to induce employees of the Crown to cease work. This legislation was introduced following a strike of provincial civil servants on March 13 (L.G., April, p. 354). To be proclaimed in force, it was designed, according to the press, to give the Government "a continuing injunction" against a recurrence of similar strikes. Explanatory notes attached to the Bill stated: "It is obvious that the Executive must ensure the continuation without interference or interruption of public services provided by the Crown in the right of the Province. This measure is intended to deal with such interference should it occur."

The Act prohibits all picketing designed to persuade anyone temporarily to withdraw his services from the provincial Government or any of its departments, or from any board or commission appointed by an Act of the Legislature or by Order in Council (except the British Columbia Power Commission, the Liquor Control Board, or the Pacific Great Eastern Railway Company) or to persuade anyone to do or to refrain from doing anything in contravention of his oath of office or of the statute from which his duties devolve.

Newfoundland

The Newfoundland Trade Union (Emergency Provisions) Act revoked the certification of Locals 2-254 and 2-255 of the International Woodworkers of America and declared void any collective agreement in force between these locals and employers. Re-certification of these two locals is prohibited without the consent of the Lieutenant-Governor in Council.

The Act was described in its long title as an Act to make provision for safeguarding the public interest. Its preamble stated that, because of the lawlessness existing in connection with strikes in the woods labour

part of the pulp and paper industry, a state of grave emergency existed and it was necessary to take extraordinary steps to bring an end to the emergency.

A second Act, the Labour Relations (Amendment) Act, contains four main provisions. It provides for the dissolution of a trade union by the Lieutenant-Governor in Council under certain conditions; it sets out new bases on which a union may be decertified; it forbids secondary boycotts; and it permits a trade union to be sued for an unlawful act.

A new section was added to the Act empowering the Lieutenant-Governor in Council to dissolve any trade union in the province which is a branch, local or affiliate of a trade union or body, group or organization of trade unions outside the province, if it appears to the Lieutenant-Governor in Council that a substantial number of the superior officers, agents or representatives of such union or body of unions outside Newfoundland have been convicted of any heinous crime, and any or all of them retain offices in the union organization.

Where a trade union is dissolved, any collective agreement to which it is a party at the date of dissolution becomes void and, if it is a certified bargaining agent, its certification is revoked.

If, after dissolution, a trade union continues to carry on the activities of the union (holding meetings, collecting dues from its members, or in any way holding itself out to be a trade union within the meaning of the Act) or does anything prohibited by the Act, it is liable on summary conviction to a fine of up to \$5,000. For committing any of the same offences, a member, officer, agent or representative of the union may be fined up to \$1,000 or, in default of payment, may be imprisoned for up to six months.

The Lieutenant-Governor in Council may make regulations providing for the disposition of the assets of a dissolved union.

The section of the Act authorizing the Board to decertify when, in its opinion, a certified union no longer represents the majority of the employees in the unit was replaced by a new section setting out new conditions under which the Board may, upon application or of its own motion, revoke certification.

As before, the Board may decertify when it is satisfied that a union has lost the support of the majority, and also when, in its opinion, (1) a certified bargaining agent has ceased to be a trade union or (2) when the employer has ceased to be the employer

of the employees in the unit for which it was certified.

The Board may also decertify (a) where any union officer or representative has been convicted of an offence against the Criminal Code in connection with a trade dispute and continues as an officer or representative; (b) where a union officer or representative has been convicted of an offence under the Labour Relations Act and continues to hold office, or where the union itself has been convicted of a breach of the Labour Relations Act; (c) where an employer has been excluded generally or specifically from Section 12 of the Act; (d) where an injunction other than an interim injunction has been granted against a union, or against any union officer, agent, representative or member, in connection with a trade dispute; and (e) where a judgment has been given against a union or any of its officers, members, agents or representatives in respect of a tortious act.

The new Section 11 also provides that the Lieutenant-Governor in Council may, after due inquiry, revoke the certification of a union, whether or not the Board is considering such action. Where certification has been thus revoked, the Board is precluded from entertaining a new application for certification without the consent of the Lieutenant-Governor in Council. Any collective agreement held by a decertified union is void from the date of revocation of its certificate.

The third main provision of the amending Act is its prohibition of secondary boycotts. This provision is very similar to the prohibition of secondary boycotts in the U.S. Taft-Hartley Act. For a contravention of the new Section 43A the penalty is a maximum fine of \$5,000 for a union and \$500 or three months imprisonment for an individual.

A final amendment makes a trade union or organization of trade unions suable in an action for damages in respect of any tortious act alleged to have been committed by or on behalf of the union or organization of unions, and the trade union or organization of unions is held legally responsible for any act or thing done or omitted by any of its officers, members, agents or representatives.

The press has reported that the Premier of Newfoundland stated in the Legislature on July 3 that some amendments to the Labour Relations (Amendment) Act (not full repeal) would be introduced at the next session.

Manitoba

In Manitoba, several amendments were made to the Labour Relations Act, one of which gives a trade union the right to prosecute in its own name for an offence under the Act. This amendment resulted from a Court decision. In the *Walterson* case (L.G. 1955, p. 565) it was held that a trade union was not a legal entity and did not have the right to prosecute for offences under the Act.

Other changes, described by the Minister as "administrative," were recommended by the Manitoba Labour Board.

One of these permits the Board to make an exception, notwithstanding the time-limits in the Act for the making of an application for certification, and to allow an application to be made at any time if it considers that employer or employees or both would suffer substantial and irreparable damage or loss if an application were not entertained. A similar provision was added to the Act in 1957 with respect to applications for revocation of certification or termination of bargaining rights.

The section of the Act dealing with revocation of certification and termination of bargaining rights was amended to lay down the same conditions (that is, limitations as to when applications may be made) with respect to making application for a revocation of certification as were already laid down for making application for the termination of bargaining rights in respect of an uncertified bargaining agent which is or has been a party to a collective agreement.

Amendments were also made to the section stating that in the case of a merger of businesses of two or more employers the collective agreements in force remain in effect until their terms expire. These make it clear that the provision is applicable where one collective agreement is in force as when there are two or more existing agreements, and that such agreement is binding, until duly terminated, on the unit on behalf of which the agreement was made as well as on the bargaining agent and the employer who is the owner of the amalgamated businesses.

Ontario

In order to expedite the work of the Labour Relations Board, the Ontario Labour Relations Act was amended to authorize the appointment of one or more deputy vice-chairmen so that the Board may sit in more than two divisions simultaneously. The Board was formerly author-

ized to sit in two divisions, one under the chairman and the other under the vice-chairman.

Speaking in the debates of the Legislature, the Minister of Labour said that amendments to the Act would not be made piecemeal but that a complete review of the Act would be made in the next year after a thorough and complete study of the Report of the Select Committee on Labour Relations (L.G., April, p. 366).

Prince Edward Island

The Prince Edward Island Trade Union Act was amended to provide for the establishment of a Labour Relations Board.

The Board is to consist of such number of persons as the Lieutenant-Governor in Council may determine. The Act stipulates, however, that when the Board consists of three members, one is to be representative of labour and one representative of employers.

The Board is to perform the functions formerly fulfilled by the Minister of Labour or such of those functions as the Lieutenant-Governor in Council may designate. The provisions setting out the powers and duties of the Board are similar to those set out in the Acts of other jurisdictions. As in Nova Scotia, the Board may in a stated case refer to the Supreme Court of the province any question which, in its opinion, is a question of law.

Another amendment added a provision to the Act stating that, from the time certification is granted until a collective agreement

has been signed, an employer is forbidden to alter any wage rate or other term or condition of employment, without the consent of the employees concerned. A somewhat similar provision is contained in the federal Act and in most of the other provincial Acts.

New Brunswick

In New Brunswick, municipal employees will now be covered by the Labour Relations Act unless specifically excluded by resolution of the municipality, as in Ontario.

The Act as amended enables a municipality or a board or commission of which one or more members are appointed by a municipality to declare by resolution that the Act shall *not* apply to it in its relations with its employees or any of them. This reverses the former provision, under which municipal employees were excluded unless brought under the Act by resolution of the municipal council.

Saskatchewan

In Saskatchewan, the Queen's Bench Act was amended to abolish *ex parte* injunctions in connection with labour disputes.

Previously, the Act limited *ex parte* interim injunctions in labour disputes to a maximum period of four days. In future, a union, through one of its officers or representatives, must receive notice of the employer's application for an injunction and will be given an opportunity to present its case in court before any injunction is issued.

McGill University's 11th Annual Industrial Relations Conference

On general theme, "Unions and the Future," five speakers deal with particular issues that confront unions in present stage of their development. Four-man panel and conference speakers participate in discussion at close of conference

The 11th annual industrial relations conference, held at McGill University on September 10 and 11, dealt with the subject "Unions and the Future," the main interest being centred on the particular issues that confront the unions in the present stage of their development. The conference was attended by some 170 delegates representing business firms, labour organizations, employers' organizations, other universities, and federal, provincial and municipal governments.

Five speakers addressed the meetings. The first of these was Prof. Richard A. Lester, Professor of Economics in the Industrial Relations Section of Princeton University, who has held positions on a number of United States government bodies. His subject was "Unions in the Next Decade". Dr. Sylvia Ostry, Assistant Professor in the Department of Economics and Political Science of McGill University, spoke on "Some Aspects of the Canadian Wage Structure—Implications for Union Policy".

The dinner speaker was Oakley Dagleish, Editor and Publisher of the *Globe and Mail*, whose subject was "Reflections From Experience". Prof. Archibald B. Cox, Professor of Law at Harvard University, who has served as a specialist in labour law on government bodies in the United States and is at present Chairman of the Advisory Panel on Labor-Management Relations Law to the United States Senate Committee on Labor and Public Welfare, spoke on "Legislating the Internal Behaviour of Unions". Prof. F. R. Scott, Macdonald Professor of Law at McGill University, discussed "Federal Jurisdiction over Labour Relations—A New Look".

Prof. H. D. Woods, Director of the Industrial Relations Centre at McGill, was the chairman at all the sessions.

The panel whose discussion wound up the conference consisted of K. G. K. Baker, Executive Assistant to the President of Howard Smith Paper Mills Ltd.; D. G. Pyle, a member of the Central Ontario Industrial Relations Institute; Leo R. Robach, partner in the firm of Research Associates and Editor and Publisher of *Labor Facts and Renseignements Ouvriers*; and Dr. Eugene Forsey, Research Director of the Canadian Labour Congress. Dr. Forsey substituted for Gérard Picard, until recently President of the National Metal Trades Federation (CCCL), who was unable to attend.

The principal speakers at the conference also took part in the panel discussion, and a number of the delegates contributed questions or comments.

Prof. Richard A. Lester

History seems to show that the labour movement, on the whole, has a low momentum—at least measured in membership expansion—except in times of war, emergency or widespread unemployment and economic distress, said Prof. Lester in the first address at the convention.

There was no reason to think that there were any influences that would "stimulate the American labour movement into a renaissance during the next decade or two," he added. On the contrary, he thought that "developments seem more likely to retard than to propel organized labour as a whole in the United States".

The speaker, whose address took the form of a review of the main conclusions given in his book *As Unions Mature*, published a year earlier, said that although American unionism has reached "institutional middle age," our ideas about it are still strongly influenced by its period of "militant turbulence and internal strife" during the 1930's and early 1940's. Among the signs

of maturity were: "considerable loss of missionary zeal, a slowdown in the rate of growth, greater centralization of control at national headquarters, and an entrenched political machine which frowns on insurgency."

Prof. Lester admitted that his remarks did not apply so much to unions in non-manufacturing, especially the craft unions in such industries as building and printing. These latter unions, he said, had lost none of their elan in the last 30 years. They were then, and still are, "business oriented".

My analysis is directed primarily to the national union and the relationships of the local to the national. In my opinion, these are and will be the important aspects of unionism in the United States from an over-all point of view. No one would deny that vigorous locals can be found in a variety of unions. The point is, what are the general trends?

Admitting a difference between unions in manufacturing and those in non-manufacturing, he thought that above the local level many such differences diminish. "Given sufficient time, no American union seems to escape the stabilizing, routinizing, moderating processes," the speaker said.

Sketching the development of unions in the United States, Prof. Lester said that only in the 1890's was a stable form of unionism clearly established—"the Gompers type of 'business unionism'". Since then there had been only three periods in which union membership increased in proportion to the eligible work force: the time of deep depression from 1896 to 1904, following the Spanish-American War in the 1890's; the World War I period from 1914 to 1920; and the period of the Great Depression, climaxed by World War II, which included the years from 1935 to 1945.

Except during these periods of deep depression or war, the speaker asserted, total union membership was on a plateau, or at least failed to expand in terms of eligible workers. In 1946 some 36 per cent of the non-agricultural employees in the United States were in unions, and that percentage had not been exceeded since.

Among the developments that Prof. Lester believed likely to retard union growth were the increasing affluence of society; the decline in the inequality of wages, "with working wives reducing income differences between the families of manual and managerial employees"; and the promotion by unions of the non-wage interests of their members, e.g., employee benefits and welfare. "In a sense, the very success of unionism curtails the need and opportunities for new conquests," he said.

In the affluent society, much of the concern for the "underdog" that in the past

had provided the stimulus to union expansion had disappeared; and greater equality of income had undermined the reformist spirit, Prof. Lester said. In the absence of a major depression or some other event causing an upheaval in society, he found it hard to discover the motive power for a new big push in union expansion. He thought a major depression was unlikely but, even if one did occur, it was unlikely that it would enlarge the appeal of unionism.

Automation, far from providing the motive power for union expansion, had so far served as a retarding influence, "reducing the membership base of the large industrial unions in mass-production lines".

The change in management's attitude towards industrial relations has worked against union expansion during the past decade and would do so in the future. Evidence of this change was found in many developments, from foreman training and expert industrial relations staffs to the human relations approach. Managements in large firms have become particularly sensitive to employee interests, Prof. Lester said.

Although to the managed, management can seem oppressive and, at times, unfair or insensitive, the managements of large corporations have gone to considerable efforts to reduce the irritations, the insecurities, and the inferior status characteristic of factory employment. It is worth observing that in the United States (and I presume in Canada) there is little demand for joint consultation, codetermination, or joint union-management administration of industry such as one finds in England, Sweden, and Germany. I think that the human relations developments in management here have helped to forestall such a demand.

If the unions were to expand largely in the future they must appeal to and organize the rapidly growing white-collar and non-manual workers, a high proportion of whom are "union-resistant females," Prof. Lester said.

He did not think that political activity would provide a source for rejuvenation. "Political activity does not seem to be a promising substitute for collective bargaining as a means of enlarging the appeal and membership of unions," he said.

"Although the future is filled with uncertainties, the preponderance of evidence seems to point towards union stability and restraint rather than revival of the old spirit and great new conquests," Prof. Lester said in concluding. In fact, he thought that the labour movement "is apt to experience some further reduction in zeal and drive, continued levelling out of its growth curve, and a settling down to a rather unexciting existence in the midst of comparative moderation and economic opulence."

Discussion Period

During the discussion that followed his address, Prof. Lester, answering a comment from the audience that the attitude of unions in collective bargaining did not support his view that unions were becoming more moderate, said that the main functions of unions were tending to gravitate upwards from the local to the regional, multi-plant or multi-unit level. He cited present bargaining methods in the United States coal industry. It was at the higher levels that there was more moderation, he thought. At the local level there might be no less militancy than before.

However, he argued that many of the differences between labour and management had been settled, e.g., grievance procedure, incentives, procedure in layoffs. He thought that present grievances of labour were not of the same character, and were less basic than they had been in the past. Time lost through strikes was tending to diminish all over the world, he pointed out.

A member of the audience disagreed with Prof. Lester's view that management had become more humane in its dealings with employees, suggesting, rather, that management had merely become more adept in manipulation. Management's attitude in layoffs, for example, had not changed materially, labour still being regarded as a commodity.

Prof. Lester partly agreed that management had become more adept in manipulation rather than more humane. But management had also changed its horizon. Its attitude in layoffs had changed: there was more security for the worker.

Emphasizing the importance of competition as a stimulant in the trade union movement, he said it would take some kind of competition to get the white-collar groups organized, and it was possible that the professional associations might provide the rivalry needed. Management had learned how to forestall union moves but it might not be so successful against professional societies.

Dr. Sylvia Ostry

It is likely that skill, regional and inter-industrial wage differentials in Canada, already wide by comparison with those of other countries, will not diminish within the foreseeable future but will remain unchanged or, more likely, will increase, said Dr. Sylvia Ostry.

This conclusion, however, she said, depended on three "ifs": if the rapid rate of expansion continues, if we manage to keep inflation at a creep rather than a gallop, and if there is no concerted egalitarian program on the part of the unions.

Dealing first with skill differentials, Dr. Ostry presented a table which suggested that in Canada there had been "a slowing down and in cases a reversal of the tendency during the war and early postwar period towards compression of occupational differentials". Her data showed that in the 20 industries represented there had been a marked compression of differentials between 1943 and 1949. After 1949, all the industries except construction showed a slowing-up of this compression and in six of them there had been a widening of the gap between skilled and unskilled rates.

Some of this lessening of the pressure towards narrowing differentials might be due, she said, to union policy in certain industries; but a more fundamental cause had been "the long postwar period of very rapid expansion in Canada which has produced, in the past few years, more or less severe shortages of many types of skilled labour, shortages only partly relieved by selective immigration".

The Gordon Commission Report on Skilled and Professional Manpower, the speaker pointed out, suggested that these shortages will become more severe if the present rate of development continues. If inflationary pressures are kept in hand in the future—an important proviso "because inflation is the father of the flat-rate increase"—and if the Canadian economy continues its vigorous rate of expansion, "we may expect some degree of widening of many skill differentials—in the absence of specific union or governmental policy to counteract it".

The long-run secular influences which tend to narrow the premium for skill (increasing educational opportunities, breakdown of crafts, minimum wage legislation, drying up of rural supplies of labour, etc.) may, in other words, be swamped by the high demand for skills inherent in a rapid pace of economic development.

Passing on to the question of inter-industry wage differentials, the speaker said that she had found evidence of a narrowing of these differentials in Canada during the 1945-49 period. During this period the higher the wage level of an industry the smaller had been the proportionate increase in wages. However, absolute, as distinct from proportionate wage gains "were remarkably uniform for the sample of industries".

During the 1949-1956 period, on the other hand, both absolute and relative inter-industry differentials widened, the speaker said. "The uniform increases of the preceding period gave way to differential increases, markedly higher for high-wage industries than for low-wage industries... The much-publicized compression of most

national wage structures does not apply to the Canadian case after the initial period of postwar inflation."

Measurement of the regional wage structure in Canada presents more difficulties than does that of any other aspect of relative wages, Dr. Ostry said. In fact, it might be argued that there is no regional structure, "only a mixture of occupational, inter-industry and sex differentials".

However, using the rates for hourly-rated male common factory labour, which was practically the only relevant data available, it appeared that between 1943 and 1945, as a result of the war, full employment and the vigorous wage policy of the new industrial unions,* New Brunswick, at the lower end of the scale, had come up rather markedly; the Prairies fell behind, and Quebec and British Columbia improved their positions slightly. The net result had been a considerable increase in uniformity in the regional wage structure.

"Since 1945 the Maritimes have lost ground again, but the most striking development has been the decline of the Prairies relative to Ontario (this is surprising in the case of Alberta, where the developments in oil seem to have little affected the wages of unskilled factory labour)," the speaker said. "The rapid development of the Ontario economy has out-paced even that of B.C., whose relative advantage has somewhat declined." The trend towards uniformity previously mentioned has therefore not continued into the postwar period.

Long-run forces, however, Dr. Ostry said, are making for the more even distribution of industry across the country; and these, together with deliberate policy measures in the same direction, will undoubtedly bring about greater uniformity of relative wages in Canada.

From the meagre data available, based on labouring rates by establishment for 1957 for Quebec and Ontario, Dr. Ostry said that the inter-establishment wage differentials seemed substantial, especially in Quebec.

The chief cause of the relatively greater variation in Quebec was found to be the relatively greater inter-industry dispersion—but in a special sense. I found that in the *high-wage* industries there was little difference between the average rate paid in Ontario and Quebec—a high-wage industry is a high-wage industry. But the interprovincial gap between the *low-wage* industries was large—the low-wage industries in Quebec are very low.

"It seemed reasonable to conclude from this," the speaker said, "that the pressure of the relatively larger supply of unskilled labour in Quebec had little impact in certain industries which were, for a variety of reasons that remain to be explored, to some degree insulated."

Discussion Period

During the discussion period Dr. Ostry declined to express any opinion on the effect of union pressure on wages in general, but she said that in regard to wage differences between individuals and between the sexes the impact of the unions had been clear. As the area widens the impact lessens. Unions were more concerned with, and have more control over personal differentials, although the effectiveness varied in individual unions.

Where wide redistribution of income had occurred it was clearly attributable to political influences, she remarked.

When asked to what extent job evaluation maintained wage differentials, Dr. Ostry said that this was a matter of union policy. It depended on whether unions will respond to market pressures, or will persist in attempts at greater equality. She thought that market influences should have an important effect on union policy.

A delegate who had experience of conditions in Alberta was asked how the unfavourable position of that province (along with the other Prairie Provinces) in the matter of regional wage differentials could be explained, in the face of the great expansion of the oil industry. He said that in most towns in Alberta there was not much industry, and the numbers engaged in the oil industry were not large. It was also pointed out by another delegate that the demand in the Alberta oil industry would be mainly for skilled labour. (Dr. Ostry's data concerned only unskilled labour.)

To the question as to whether the narrowing of skill differentials in the future would not lead to a shortage of skilled labour, Prof. Lester said that although one would think that this would be so, studies made in the highly industrialized countries of England and Sweden showed that narrow differentials did not discourage people from acquiring skills. Apparently it takes a "terrific" narrowing of differentials to have that effect.

The prestige attaching to skilled work, the better prospects of promotion for skilled people, and the low regard for unskilled work induced by the educational system were apparently sufficient to counterbalance smallness of direct money incentives to acquire skill.

Oakley Dagleish

In this country no issue is more important than industrial relations—the affairs between two groups essential to business, said Oakley Dagleish, the dinner speaker at the conference.

Mr. Dagleish recalled that in the past he and others had spent a good deal of time trying to preach the gospel of labour-management production committees. Although this had not been "a universal success," he believed in the necessity of some such machinery in developing understanding between labour and management.

A large part of labour-management difficulties had been the result of hard-headed defensive positions—a determination to maintain the status quo which ignored the evolution that had taken place. In a company, production and administrative workers were both employees, and they should be able to get together, the speaker said. He suggested that the basic purpose for which unions were born had been achieved.

Mr. Dagleish cited figures on trade union growth in Canada to refute "the myth that management is out to destroy unions". He said that he did not object to unions, but he did object to being told by a union that he must compel someone else to join the union. He suggested that it was some forms of compulsion that had led to the abuses that had resulted in restrictive legislation, though he said that he did not like such legislation.

However, any abuse breeds its own antidote, and at this stage it was a question of discipline on the part of unions, which must accept the obligations of citizenship. We have no right to abuse, destroy or undermine the affairs of our neighbours, the speaker asserted.

We all depend on increasing development and production, he said. "Who now believes in the sweatshop," Mr. Dagleish asked. Rather than being intent on wages and working conditions unions should today have the same interest as management to produce, expand and create.

We have followed the patterns set in another country, he continued. He did not object to American unions, but conditions in Canada differed from those in the United States, and we must find our own standard.

"Labour and management must work together to achieve that production which is the interests of both," the speaker said in conclusion.

Prof. Archibald B. Cox

A discussion of the newly enacted United States law regulating certain aspects of labour-management relations as well as the internal affairs of unions, its intentions and some of its probable effects formed the subject of Prof. Cox's address.

Outlining the circumstances that led up to the passing of the new Act (the Labor-Management Reporting and Disclosure Act of 1959), Prof. Cox said that the Wagner

Act of 1935 committed the United States to strong unionism, and by 1947 the unions had become enormously powerful. Public opinion by this time had become disturbed by strikes and picketing, and the result was the Taft-Hartley Act, which regulated relations between unions and management.

During the last two or three years, Prof. Cox said, the centre of attention had shifted to the internal affairs of unions. This shift had been brought about by the disclosures brought out by the McLellan Committee, which resulted in public pressure for action, and which coincided with a change in the attitude of the intellectuals towards labour. For the intellectuals, the glamour of the labour movement had begun to rub off, and they began to have doubts about the trade unions' respect for liberty and democracy.

The new legislation as it affected the internal affairs of unions had two main goals, the speaker pointed out. These were: first, to develop higher standards of integrity among union officials; and, second, to secure and develop a fair measure of internal democracy by providing safeguards for individuals and minorities.

Three other considerations were: (1) to encourage self-regulation by the unions to eliminate corruption, rather than relying on control by government; (2) to maintain unions as voluntary organizations independent of government; and (3) the great importance of avoiding the weakening of unions *vis-à-vis* the employers.

Regarding the two primary objectives, Prof. Cox said, there was no need to argue about the desirability of higher standards of financial integrity on the part of union officials, who were the custodians of other people's money and livelihood. After describing briefly the Act's provisions for protecting the union treasury, which prescribe the rendering of certain reports on union finances, the speaker asked, "Will these reports work as desired?" The outcome, he suspected, depended on the Secretary of Labor and his staff, and especially on the willingness of Congress to supply enough money for the administration of the Act.

However, at the very least, Prof. Cox said, the result should be an improvement in the bookkeeping and maintenance of other financial records of the unions. Some unions at present gave little or no account of their finances.

The Act should also make misappropriation more difficult. But it would be foolish to believe it a panacea.

A more difficult problem in drafting the bill, he said, had been the regulation of

the outside financial relations of union officials. The main difficulty had been, not so much the prevention of outright theft, as the use of an official position for personal profit, e.g., throwing business in the way of companies in which an official has an interest. In business there was the same conflict between personal interest and corporate duty and breaches of honesty were recognized as morally wrong, but there was a difference of opinion about what was allowable.

The new bill requires a union official to report any doubtful outside relationship. Prof. Cox thought, however, that the goal of the Act was essentially educational. Publicity would bring home to union officials the attitude of Congress and the public. Although it would be possible for an official not to make a report, rather than risk the exposure of a relationship that was not approved, he would be more likely to dispose of the relationship. A substantial proportion of officials, he thought, would conform.

Another provision of the Act was that any union member might demand that the union should sue any official accused of dishonesty, or might himself sue in the union's name. The effect of this part of the Act was doubtful, the speaker thought. In the past members have very rarely sued unions, he said; but as a result of the law there might be substantially more lawsuits.

Some union officials are afraid that the courts will construe the law so as to limit unduly the kind of expenditures unions can make, Prof. Cox said. However, the intention of the measure is that if expenditures are authorized by the governing bodies then there is no breach of trust.

A section of the Act provides that any person convicted of specified crimes shall be debarred from holding office in a union for a period of five years. Prof. Cox described this as a "puzzling" section. It ran counter, he said, to generally accepted ideas which held that "rebirth" should not be excluded. But on the whole he thought the provision necessary and desirable.

The speaker raised the question of how far the Act would discourage persons from taking office in small unions, an exception in favour of which had been considered but was rejected. He thought that it would have some effect of this kind, and that as a consequence it might lead to the consolidation of small unions.

Regarding the second main aim of the Act, the protection of union democracy, Prof. Cox pointed out that there is a school which denies the desirability of democracy

in unions. The argument is that unions are combative organizations that must be organized like an army. However, he thought that labour organizations could justify their existence only if they were democratic. Individual members would gain little in one direction if the fiat of a union boss were substituted for the fiat of management, he said.

The need to protect minorities, the special role played by unions in the community, and the fact that unions enjoyed their present position by virtue of law were all reasons why union democracy should be preserved.

A basic condition of internal democracy was the holding of periodic, fair elections, he stated, and the Act provides for officers to be elected at least every five years, besides imposing other conditions. Members' right to nominate and to have at least one vote were guaranteed, and written notice of elections was required. The question of access to lists of members had been a difficult one, since such access was liable to abuse. But the Act resolved the difficulty by providing that a member may inspect a list once without copying. Unions were left to conduct their own elections unless and until found by a court to be incompetent or dishonest in that regard.

Prof. Cox said that he could not see why unions should have difficulty in conforming to the election requirement, which would help to assure unions and the public that elections result in the election of the officials really wanted by the members.

Discussion Period

When asked what effect the new United States law would have on unions in Canada, Prof. Cox said that it was reported that as a consequence of the law most unions were planning to revise those parts of their constitutions that related to elections and trusteeship. This would affect Canadian members of international unions.

In regard to trusteeship, the main thrust of the law, he said, was directed towards assuring a measure of local autonomy. The United States law was not concerned with officials in unions operating only in Canada.

Prof. Cox said in answer to a question that every employee should have the right to become a member of a bargaining organization acting on his behalf. Common law does not provide such a right. However, Prof. Cox said, putting such a provision into the bill would have prevented its passage.

When asked why union officials accused of misdemeanours in the United States had not been prosecuted in the courts instead of being brought before "phoney" com-

mittees, Prof. Cox agreed that United States congressional committees were most unfairly conducted. In theory their purpose was to get facts on which Congress could legislate. For many years they had also served as forums to publicize facts on which to build up public reports.

As to why union officials had not been prosecuted, Prof. Cox pointed out how rare it was for anyone who observes a crime on the street to take any action. He also said the political power of unions in the United States served to check attorneys in prosecuting.

When asked why the bill prohibited secondary boycotts, Prof. Cox said that it was partly because secondary boycott had become "a bad word". This had come about for several reasons: (1) because a secondary boycott puts pressure on a neutral who could not have much influence in the dispute; (2) because it spreads a dispute through the community; (3) because in most situations employees of a secondary employer were not much concerned in the dispute; and (4) because the unions that use it are those that already have most economic power.

Prof. F. R. Scott

A plea for the extension of the scope of the Industrial Relations and Disputes Investigation Act or, failing that, for the enlargement of federal jurisdiction in industrial disputes by some other means was made by Prof. Scott, the last speaker at the conference.

Reviewing the history of legislation for the regulation of industrial disputes in Canada, Prof. Scott recalled that by the Industrial Disputes Investigation Act "industrial disputes in industries affected with a public interest were appropriated by the federal Parliament in 1907, with widespread approval from all sections of Canada, whether French or English speaking." In 1924, however, the Privy Council's decision in the Snider Case ruled that this act was unconstitutional, the Parliament of Canada being held to have exceeded its jurisdiction in enacting it.

In consequence of this decision, in 1925 the Act was amended to provide that over and above the enumerated federal undertakings the Act should apply to "any dispute which is within the exclusive legislative jurisdiction of any province and which by the legislation of the province is made subject to the provisions of this Act". In Prof. Scott's words, the effect of this amendment was that "the provinces were invited to legislate away the Snider judgment".

This invitation to co-operate was promptly accepted. By 1928 six provinces had responded; even Quebec and Ontario adopted the federal law in 1932. Only Prince Edward Island remained out. The divisive results of the Snider case seemed effectively to have been overcome, and once again the Canadian intention to have uniform legislation was clearly seen.

The depression of the 1930's, however, again brought a change. "Federal legislation was still restricted by the Snider judgment, and the ILO Conventions case in 1937 still further narrowed the area of potential federal intervention. In consequence the provinces started to come back into the field, each in its own way," the speaker said.

During the Second World War federal authority had been restored temporarily, but the coming of peace restored the former *status quo*. The only concession since then, Prof. Scott said, had been a provision in the new federal law of 1948—the Industrial Relations and Disputes Investigation Act—by which a joint administration of federal and provincial laws could be arranged wherever they were substantially similar.

As an instance of "the inadequacy of our present law dealing with industrial disputes," the speaker mentioned the strike in the packing industry in 1947, which he believed could have been prevented had federal authority existed.

Another example used by Prof. Scott of "the cumbersome procedures and dubious expediencies which are promoted by the present division of jurisdiction," was that of the Provincial Transport Company and the Colonial Coach Lines, "a single company dealing with a single union with respect to a single operation of bus driving in central Canada, which now (a) comes under Quebec law for Quebec operations, (b) under Ontario law for the Kingston operations, and (c) under federal law for its Colonial Coach Lines operations".

Asking what we could do about the present situation, Prof. Scott said that one method would be to amend the constitution to "place the power in the list of exclusive federal matters in Section 91 of the BNA Act, as we did with unemployment insurance; or we may place it among the concurrent powers as we did with old age pensions".

He explained that a "concurrent power" was "one which both Parliament and the provinces may exercise, with the federal law prevailing over provincial law in case of conflict. Provinces can only legislate outside the area selected by Parliament".

The concept of exclusive powers "is not altogether foreign to our fundamental law,"

Prof. Scott pointed out. "The Parliament of Canada can already declare 'works' to be for the general advantage of Canada or of two or more of the provinces, whereupon they come under federal jurisdiction. Their labour relations today are under the IRDI Act."

Short of amending the constitution, there are still other roads open, he said. "Section 94 of the BNA Act permits the legislatures of the common law provinces to assign to Parliament any matter belonging to the field of property and civil rights, where labour relations belongs. Hence these provinces could help to build up a nation-wide law, much as they did after 1925 by their enabling legislation."

Then, he asked, "What about judicial interpretation? Might not the Supreme Court of Canada take a broader view of federal jurisdiction than that suggested in the Snider case? That case is still law, but strictly speaking all it decided was that the IDI Act could not apply to municipal institutions."

However, he said that we could not "expect a new interpretation until there is either (1) new federal legislation, (2) a constitutional reference framed to elicit opinions about federal authority over labour relations in interprovincial industries, or (3) a daring lawsuit challenging the jurisdiction of some provincial board in a dispute arising in some major industry."

Finally Prof. Scott came to the last provision for uniformity he wished to discuss. This is the method of federal-provincial arrangements for federal administration of provincial labour legislation when it is substantially uniform with that of the Dominion.

"The IRDI Act... provides for such arrangements in Sections 62-63," he pointed out. Seven provinces have adopted somewhat similar provisions in the labour laws, notwithstanding that Quebec and Ontario and Prince Edward Island have remained aloof, the speaker said. All the provinces except Saskatchewan, however, place limitations on these provisions.

In closing, Prof. Scott asked why the desire for uniform labour legislation was stronger in Canada in the first third of this century than it is today. Are we more disunited? Pointing out that no voice of equal weight to that of the Canadian Labour Congress had been raised on the employer's side, he asked, "Can the answer to my question be that some employers like divided jurisdiction and confusing laws? If so, he said they stand in the way of much needed progress.

"I would prefer to believe that political inertia and the well-known Canadian capacity for accepting what seems to be inevitable are deeper reasons. Let us hope we do not have to have the rude shock of further national strikes to shake us out of this inertia," he said.

Panel Discussion

Leo R. Roback, who opened the discussion, said that while he agreed with many of Prof. Lester's descriptions of recent trends in unionism, he questioned whether they were a reliable indication of future trends. He advised caution in basing predictions of the future on past trends.

Among the factors that during the last decade had had a great influence on the labour movement both in Canada and the United States, Mr. Roback mentioned the Taft-Hartley Act in the United States, which while it had not destroyed that movement had, he thought, undoubtedly had "an inhibiting and certainly restricting influence on it".

He thought a new type of situation was developing in labour-management relations on both sides of the border, which he described as "not a fundamental change of attitude on the part of management but rather a change in action". He thought that management accepts unionism in the way one accepts a disease, as something to be cured as soon as possible. The present "very massive" offensive by management in Canada he thought was intended to weaken unions, not necessarily to destroy them. He cited recent restrictive labour legislation and recent collective demands by management for "a very serious weakening of the protective clauses of the agreement" as evidence of "the general pattern of trying to weaken unions, their collective bargaining position and their legislative position as well".

Mr. Pyle disagreed that there had been any wholesale drive on the part of management to weaken unions, "unless you use that word in a sense to mean that one should not in any way restrict unions".

He pointed out that although the unions liked to feel that they spoke on behalf of society at large, they actually represented only about a third of the working force. Thus, he said, obviously the majority are not in unions and "if that group that is in unions seeks to dominate society then perhaps the time has come when we should regulate them more than we have".

Referring to a statement that the Canadian Manufacturers' Association had suggested the licensing of trade unions, he said he was not aware of such a suggestion,

but he knew that the licensing of union leaders had been suggested from another quarter.

Dr. Forsey pointed out that if we came to consider the applicability of American labour experience and legislation to Canada one factor that had to be taken into account was "the existence of the French fact in Canada". He thought that "the kind of thing that you find represented at the moment in the Canadian and Catholic Confederation of Labour" had no counterpart in the United States. Here you have "a body of people with a doctrine, a set of principles," Dr. Forsey said. Although he supposed the orthodox labour movement in Canada had principles too, "we are shy in talking about them; our French Canadian friends are much more coherent".

When asked by the chairman to elaborate more on "the French fact" he had referred to, Dr. Forsey said that whatever might be said about English Canadian trade unionism's having reached a state of maturity, "or obesity, if you want to call it that, sluggishness, lethargy, bull-headedness, whatever you want to call it," he thought the same thing could not be said of French Canadian trade unionism as represented by the CCCL. He thought that, spurred by the hostility of the Quebec Government, the unions of the CCCL had become very militant organizations. If they come into the CLC the whole Canadian trade union movement "will be gingered up by them, will be moved to the left by them, livened up, revived, rejuvenated," Dr. Forsey said.

Asking why he had not the same degree of abuse in Canadian trade unions as there had been in the United States, he expressed the opinion that it was partly due to the "greater austerity of life" here, the "stealing of a union" being less worth while here than in the United States. He also thought that Canadian law was more effective in preventing crime.

He stated emphatically, however, that if corruption appeared in the trade union movement, and if that movement showed itself incapable of grappling with it, the movement "will sooner or later face restrictive legislation".

Mr. Baker raised the question of the protection of the individual members of unions, stating that as a citizen of Canada and as a believer in civil liberties, apart from being a management person, he insisted on management's rights to assert on behalf of their fellow citizens the rights and privileges of those citizens.

Referring to Prof. Scott's arguments in favour of wider federal jurisdiction in industrial disputes, with special reference to

industry-wide collective bargaining, Mr. Baker said that one reason management had not supported such proposals was that they were opposed to industry-wide bargaining.

Mr. Roback thought that industry-wide bargaining tended to have the effect of further centralizing and concentrating union organization. Otherwise it was very desirable. He thought that the present situation helped to perpetuate regional differentials.

Referring to Mr. Roback's remark that in the last packinghouse negotiations the package had been distributed partly in cutting down regional and sex differentials, Mr. Baker said that the pulp and paper

unions had been successful in cutting down those differentials without a master contract.

The only fundamental solution to problems of corruption in unions, Mr. Roback said, must lie with the membership of the unions themselves. "No outside regulation and no external interference can be any real substitute for action by the membership of the unions... Now if you have corruption or something else, it indicates by its very nature that you don't have democracy in the union. Isn't that true? Therefore only democracy in the real sense, in other words, where the membership really have control, can provide the real solution."

Industrial Fatalities in Canada during the Second Quarter of 1959

Deaths from industrial fatalities decreased to 254 from 272 in previous quarter and from 324 in second quarter last year. Construction again tops listing by industries, with 46; mining recorded 39, and fishing and trapping, 37 deaths

There were 254* industrial fatalities in Canada in the second quarter of 1959, according to the latest reports received by the Department of Labour. This is a decrease of 18 from the previous quarter, in which 272 were recorded, including 28 in a supplementary list. In the second quarter last year, 324 fatalities were recorded.

During the quarter under review there were two accidents each resulting in the deaths of three or more persons.

A severe storm off the New Brunswick coast on June 22 caused the deaths of approximately 34 fishermen. As this industry is not covered by Workmen's Compensation Legislation, no official figures are available; however, newspaper clippings reported the names of the above number of fishermen as being drowned or missing. No reports have been received that any of those reported missing had been rescued.

Three seamen were drowned on June 23 when the tug *Bayport* capsized when a line from the tug to a freighter it had been towing unexpectedly tautened. This accident

happened about half a mile from Collingwood Harbour, Ont.

Grouped by industries (see chart page 1042), the largest number of fatalities, 46, was in construction: 32 in buildings, 12 in highways and bridges and 2 in miscellaneous construction. Fatalities recorded in this industry for the same period in 1958 numbered 80: 17 in buildings, 38 in roads and bridges and 25 in miscellaneous construction. During 1959's first quarter, 48 fatalities were listed: 17 in buildings, 24 in highways and bridges and 7 in miscellaneous construction.

During the quarter, accidents in the mining industry resulted in the deaths of 39 persons; 29 in metal mining, 3 in coal mining and 7 in non-metallic mineral mining. During the same period last year, 43 deaths were reported: 30 in metal mining, 8 in coal mining and 5 in non-metallic mineral mining. Accidents in mining during January, February and March of this year resulted in the deaths of 41 workers: 30 in metal mining, 6 in coal mining and 5 in non-metallic mineral mining.

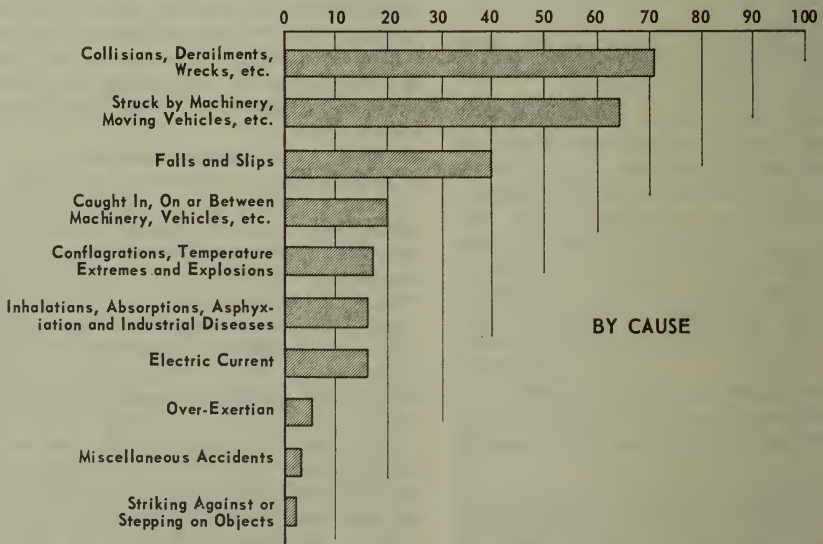
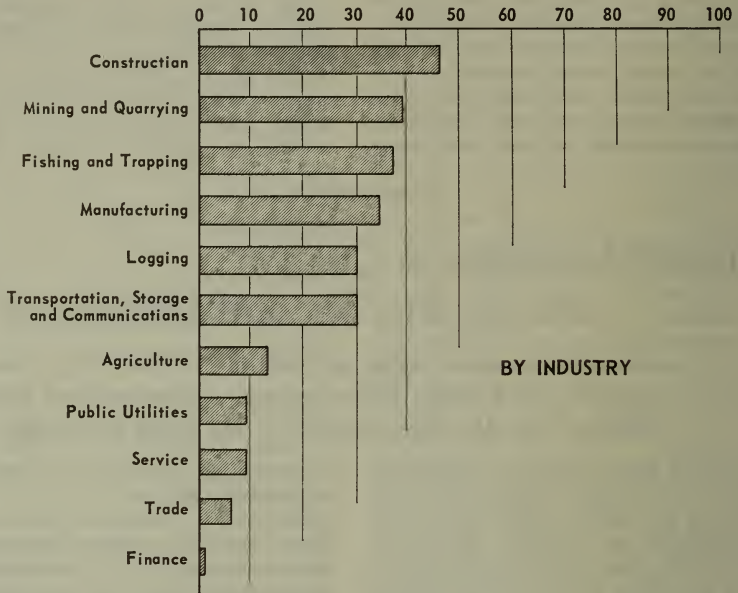
There were 37 fatalities in the fishing and trapping industry, 34 of which were the result of the June 22 storm off the coast of New Brunswick. During 1958's second quarter, 20 deaths were reported in this industry as against 17 in the first quarter of 1959.

During the quarter under review, there were 34 fatalities in manufacturing. Of

*See Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the second quarter of 1959 is probably greater than the figures now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 89 fatalities for which no official reports have been received.

INDUSTRIAL FATALITIES IN CANADA

Second Quarter of 1959



Source: Economics and Research Branch, Department of Labour.

these, 11 were in iron and steel, 9 in wood products, 5 in paper products and 3 in non-metallic products. In the same period of the previous year, there were 38 fatal accidents; these included 7 each in iron and steel and wood products, 6 each in paper products and transportation equipment and 5 in non-metallic mineral products. Industrial fatalities in manufacturing during the first quarter of 1959 numbered 39. Of these, 17 occurred in iron and steel, 8 in wood products, 3 in paper products and 2 each in transportation equipment, non-ferrous metal products and non-metallic mineral products.

There were 30 fatalities in logging, a decrease of 4 from the 34 that occurred during the same period last year. During the first quarter of this year 35 lives were lost in this industry.

There were also 30 fatalities recorded in the transportation, storage and communication industry. They included 11 in water transportation, 8 in local and highway transportation, 7 in steam railways and 2 in storage. During 1958's second quarter, 49 fatalities were recorded; 19 were in steam railways, 14 in water transportation and 13 in local and highway transportation. During 1959's first quarter, 37 deaths were reported, of which 15 occurred in steam railways, 9 in local and highway transportation and 4 each in water and air transportation.

An analysis of the causes of the 254 fatalities recorded during the second quarter (see chart page 1042), shows that 71 (28 per cent) were under the heading "collisions, derailments, wrecks, etc.". These included 38 accidents involving water craft, 16 automobiles and trucks and 12 loadmobiles, tractors, etc. The cause "struck by" was responsible for 64 fatalities; 42 were in the

The Industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries that are covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

category "other objects", 14 were caused by "moving vehicles" and 8 the result of being "struck by tools, machinery, cranes, etc.". In the classification "falls and slips" 40 fatalities were recorded, all of them being falls to different levels. Twenty fatalities were recorded in the "caught in, on or between" category; of these, six were in the "hoisting and conveying apparatus" category and five in "machinery" category.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 87. In British Columbia, there were 60; in New Brunswick 36; and in Quebec 24.

During the quarter under review, there were 57 fatalities in April, 83 in May and 114 in June.

CCA President Urges More Extensive Apprenticeship Program

A more extensive apprenticeship program to overcome the shortage of skilled men in the construction trades in Canada was advocated in a speech last month by J. Eric Harrington, President of the Canadian Construction Association. He emphasized that the need arose from the increased volume of construction taking place in the country.

The apprenticeship program has been diminishing during the past few years, he said, and urged that "employers take an active interest and provide jobs for apprentices".

In the past, Mr. Harrington observed, immigration had been a great source of skilled tradesmen but this is a phase of diminishing importance as Canada's population grows unless there is another large-scale wave of immigration.

Mr. Harrington admitted that the shortage has been greatly improved by bigger and better training programs, but asserted that the problem has still not been solved. He noted, however, that there have been complaints in some areas that courses given in schools are ineffective and said it was up to the industry to make them effective by "telling the schools what is lacking".

Many men "pick up" their trades instead of going through an organized training course—a waste of time, money and the attained skills, he said.

Five Broadcasts on Older Worker Problem

Five speakers, representing industry, labour and the Government, deliver talks on Department's weekly radio program, "Canada at Work," heard over 71 stations

Five broadcasts dealing with the problem of the employment of older workers were presented over the Department's weekly radio program, "Canada at Work," during the period September 6 to October 9. The program is carried by 71 independent stations from coast to coast.

The five speakers, from industry, organized labour and the federal Government, dealt with various aspects of the problem.

Hon. Michael Starr, Minister of Labour, whose talk concluded the series, said:

Justice and freedom of opportunity to every individual, as spelled out by the United Nations in the Universal Declaration of Human Rights 11 years ago next December, was adopted by 58 countries, including Canada. Is it justice and freedom of opportunity to raise obstacles to employment against any segment of society, for any reason, including age? Should not all individuals have an equal right to jobs for which they are capable, whether they are 20 or 70 years of age?

Dr. W. H. Cruikshank, Vice-President of the Bell Telephone Company of Canada, who is also a doctor of medicine, presented industry's viewpoint. Dr. Cruikshank reminded listeners that we must remain aware that the value of a human most often increases with age. Experience, he said, was the key—whether technical or simply the maturing experience of living.

Not only does industry need the senior worker, he said, but industry has a broad responsibility to the worker past 40.

When there is an unemployed pool of workers past 40, it is safe to say that the bulk of them have been set aside by industry. Most of them at one time or another were considered sufficiently valuable by industry to have been more or less assured of employment. But the demands of industry sometimes change, mechanization and loss of markets play a part, and a man can find himself without work, quite late on in life, through no fault of his own.

Here, I interpret, is where the responsibility arises for business, industry and the nation at large. For unemployment is not a local problem—it affects the entire Canadian economy. Correcting the situation means responsibility at every level.

Organized labour's views were given by John W. Bruce, OBE, General Organizer, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada. Mr. Bruce, 84 years "young," is still active in the union movement.

Speaking from 65 years experience in the labour movement, Mr. Bruce said that "man, as an industrial unit in modern society, has a relative value from youth to old age, and the arbitrary setting by any agency of an age limit on usefulness is entirely erroneous." He believed trade unions were conscious of the social and economic problem of the older worker and had developed plans in agreement with employers in some industries which had been partially effective in helping older workers where there had been some regularity of employment.

Cecil G. White, Senior Actuary in the Department of Insurance at Ottawa, spoke on the need for the preservation of pension credits of employees who change jobs. He pointed out that many employers may be unwilling to hire an older worker who has no pension credits from previous employment.

"Quite naturally, these employers wish to avoid the embarrassment and bad public relations that may arise if they should be obliged to retire such an employee before he has had time to earn an adequate pension."

Mr. White urged employees who were leaving jobs to consider carefully, wherever possible, the advantages that might accrue by taking any pension rights in the form of a deferred pension rather than taking a cash return of contributions.

Ian Campbell, National co-ordinator, Civilian Rehabilitation, and Chairman of the federal Interdepartmental Committee on Older Workers, opened the series.

In attempts to minimize the problem of the older worker, Canada was fortunate in one respect, he said. Recent studies had shown that the rate of aging of the population had slowed down in recent years due to high birth and immigration rates.

This means that although the actual numbers in the older age groups will continue to increase, their proportion in relation to the rest of the population will likely remain steady for the next fifty years, or at least advance much more slowly than in the first half of this century. With this trend in prospect, Canada's older worker problem may be kept within manageable proportions.

Mimeographed copies of all five talks are available free of charge from "Canada at Work," Department of Labour, Ottawa.

Jewish Vocational Service, Toronto

Last year JVS, which concentrates on groups and individuals with special needs or problems, aided more than 2,000 persons in Toronto by means of an integrated program of vocational counselling, selective job placement, and rehabilitation

In 1958 the Jewish Vocational Service at Toronto aided more than 2,000 persons in the metropolitan area of that city by means of an integrated program of vocational counselling, selective job placement and rehabilitation.

The Service reports that it makes no attempt to meet the vocational needs of the total community but concentrates its attention on individuals and groups with special needs or problems in formulating career objectives, finding employment, and adjustment to work.

During last year the Service's work was centred mainly around four groups: vocationally handicapped workers, young people, mature workers, and new Canadians.

With the vocationally handicapped, the Service says that in recent years it has placed emphasis upon assessing the work potential of people in this group and on improving their capacity to adjust to work situations. It does not look upon conventional vocational training as the major weapon in rehabilitating the handicapped, believing that a prior requirement of many such individuals is learning to tolerate the stresses and strains of work and to assume the role of a worker as defined by our society.

The JVS operates a rehabilitation workshop, equipped with workbenches and tools, even a time-clock. Most of those learning to work in the workshop have been in mental hospital. In the shop they do bottling, packaging, mailing and assembling under contract for local businesses. They are paid an hourly wage.

Vocational rehabilitation services available from JVS are different from those available elsewhere; there is no conflict with or duplication of other services. The Service is non-denominational; about half the clients are not Jewish.

About 36 per cent of the Service's clients in 1958 were under the age of 25. These young people came for career guidance, employment counselling and help in finding the correct job. Last year 32 per cent of the people placed were under the age of 25.

Slightly more than 30 per cent of the Service's clients in 1958 were over 40 years of age and 15 per cent were over the age of 50.

In counselling the mature worker as an individual the JVS reports that it aids the person in assessing his capabilities and job prospects realistically, bolsters his morale and self-esteem while out of work, guides him in preparing for the job interview, encourages him to continue seeking work despite rejection at the personnel office, and refers him to available job openings. Last year 41 per cent of the people placed by the Service were over 40 and about 15 per cent were over 50.

About 50 per cent of the clients in 1958 were new Canadians who had lived in Canada fewer than 18 months. These people required jobs and, in order to hold jobs, they needed help in understanding and adjusting themselves to a new kind of work life.

In helping new Canadians make a successful job adjustment, the Service's role has been three-fold: (1) to acquaint them with the realities of work in Canada, (2) to place them on jobs related to their training and potentialities, (3) to assist them in advancing themselves and in coping with on-the-job adjustment problems. In 1958, the Service made more than 500 placements of persons who had recently arrived in Canada.

* * *

H. A. Meilleur, General Manager of the *Société Amicale des Aveugles* (Friendly Society for the Blind), has been named a Director of the American Federation of Catholic Workers for the Blind. The appointment is in recognition of the work done through the province of Quebec by the Society and Mr. Meilleur, who is himself blind.

The *Société Amicale* is a 26-year-old organization which provides social services for the blind, produces special braille literature and aids in marketing articles made either by the blind or for exclusive sale by the blind. It also makes available special equipment such as braille typewriters, clocks, rulers, and games.

The Teen-Aged Girl in Employment

Study by Quebec organization for young working girls provides information about plight of those who leave school lacking training and have to take any job open

A recent study* by *la Jeunesse Ouvrière Catholique Féminine*, an organization serving young working girls in Quebec province, has provided information about the plight of teen-aged girls who, having left school without any vocational training and with scant educational background, have had to take whatever jobs they could find.

In the course of the inquiry, 750 girls between the ages of 14 and 17 (the average was 16 years) in some 30 Quebec cities and in the environs of Moncton, N.B., were asked when and at what grade they had left school, how they found a job and about the conditions of their work, including wages and hours, and their leisure pastimes.

Three-fifths of girls interviewed had left school at the age of 15 years, having completed elementary school only. Almost half of them were doing factory work; about one-quarter were in domestic service, 13 per cent worked in stores and the others in hospitals and offices.

Half of them do not like their jobs. Many keep changing in the hope of finding more congenial work; 38 per cent of the group had had from two to five jobs since first entering the labour force. About a third said their work was too hard and the hours too long. Forty per cent would have liked work that would have required more education.

Some 30 per cent of the girls said that they had been bored in school; but more than two-thirds (67.8 per cent) had left for financial reasons. Most of these belonged to large families and had four or five brothers and sisters still in school. The cost of sending them on to high school was more than their parents could afford. Not only would there be fees to be paid; clothing, transportation and meals away from home would have to be provided for.

Then, too, struggling along on a meagre income, their parents welcomed the help of an additional wage. Forty-nine per cent of the girls in the inquiry turned their wages over to their families, while 41 per cent paid for their board, an average amount of \$9.02 per week. Their wages averaged \$21.58 per week. Most of them worked a nine-hour day.

A considerable proportion, especially in the smaller centres, had been employed without the required permits. These girls were not only learning to live with evasion of the law but also were in constant fear of losing their jobs.

On the whole, their working associates are adults whose conversation and expectations of life are by no means a helpful influence. Their leisure is spent aimlessly because they have lacked stimulus and opportunity to develop hobbies or special interests. Many were too tired at night to do anything but watch television; others were already "going steady" at the ages of 13 and 14, and frequenting cheap bars and restaurants.

These girls are typical of many adolescent working girls, not only in Quebec but in other parts of Canada as well. But, the JOCF points out, because of the lower school-leaving age in Quebec (14 years) the problem is more acute there. (For the same reason, the girls in the JOCF survey may be younger on the average than similar groups in other provinces.)

The 1951 Census found that in the whole of Canada, 34 per cent of the population in the 14-17 age group were not in school but that in Quebec, 47.5 per cent of that age group had left school.

The "birth-rate bulge" of the war years is beginning to be reflected in an increased number of new entrants to the labour force and a corresponding growth of the perennial problem of the school-leaver.*

The JOCF and other voluntary organizations, both religious and secular, are not only studying the problem but endeavouring to develop educational and recreational activities for working young people.

This year's International Labour Conference gave particular attention to the subject of juvenile employment. A panel of consultants is to be set up to study the problems of young workers on a world-wide basis and make recommendations for their solution. The Conference further suggested various means of approach to this extensive inquiry for early consideration of the ILO Governing Body.†

*See " 'School-Leavers' in the Labour Force," *LABOUR GAZETTE*, May, p. 462.

†International Labour Office, *Industry and Labour*, Vol. XXII, Nos. 1-2, 1-15 July 1959.

**L'adolescente ouvrière*, published by Secrétariat national JOCF, 1019 rue Saint-Denis, Montreal.

50 Years Ago This Month

At its 25th annual convention, Trades and Labour Congress of Canada expressed disapproval of "aggressive warfare" and expenditures for defence. Delegates, numbering 124, represented 22 trades and labour councils and 70 local unions

Militarism was one of the leading subjects of discussion at the 25th annual convention of the Trades and Labour Congress of Canada, which was held on September 20-24, 1909, in Quebec City.

The Congress, which held its meetings in one of the committee rooms of the Provincial Legislature, was welcomed by Sir Lomer Gouin, Premier of Quebec, and Sir George Garneau, Mayor of Quebec. Another speaker at the opening session, "by special invitation of the Executive Committee"—according to the *LABOUR GAZETTE* of October, 1909—was Hon. W. L. Mackenzie King, Dominion Minister of Labour.

It was reported that 124 delegates were entitled to sit at the convention, of whom 34 represented 22 trades and labour councils and 90 represented 70 trade unions.

In its report, the Executive Council favoured a strong stand against the introduction of military training in the schools and against the expenditure of large sums of money for military purposes—a movement that the Council said was supported by "a small minority". It recommended that, in the words of the *LABOUR GAZETTE*, "the Congress take the lead in calling a convention of all peace-loving citizens in Canada for the purpose of presenting to Parliament the views of those opposed to the movement."

The resolution on this subject that was finally passed by the convention did not go as far as the Executive Committee had wished. The resolution expressed the Congress's "disapproval of aggressive warfare," recommended discussion of the subject by all union bodies "with the view of being in a position to discourage the same," authorized "the Executive of the Congress to act as a special peace committee in the event of the call of any peace conference in Canada," and recommended the taking of a referendum by the Dominion Government "before any expense is incurred for defence".

In the preamble the Congress expressed the belief that:

"... the day of peace will dawn when the wage-earners of all lands will have decided that they have nothing to gain by fighting each other and that life to the wage-earner is of greater import to himself and those depending upon him than is the

gain of selfish and ruling governments..."

Another lengthy resolution expressed admiration for the United Mine Workers in connection with the strike of miners employed by the Dominion Coal Co. at Glace Bay, N.S., and condemned the Provincial Workmen's Association for refusing to join the UMW in the strike.

Other resolutions included one which criticized "the abuses of the bonus system" as applied to immigration, and "more particularly with regard to the Salvation Army methods". Another resolution urged "That this Congress use its influence to procure proper protection for Canadian workers against the horde of Japanese coolies that have been flooding our country for the past 10 or 15 years."

A number of resolutions were passed which asked for amendments to existing laws or the enactment of new ones. Changes asked for included: the enactment of an eight-hour day for shop assistants and the restriction of Sunday work by street railway employees to eight hours, abolition of property qualifications and deposits in elections, reduction in hours of work in factories in the province of Quebec, "that the Government of Ontario be requested to prohibit the sale or purchase of any second-hand bottle or jar, and also the sale of any merchandise put in any second-hand bottle or jar"; "provincial legislation providing for the removal of old wall paper before new is put on," appointment of a fair wage officer in each province, the maintenance of employment bureaus by municipalities in cities of 75,000 or more, a law to enforce the provision of one day's rest in every seven for street railway employees, and that employers be required to pay their employees at least every 14 days and in current coin.

The Congress's financial statement showed receipts of \$7,899.47 and expenditure of \$6,667.74. The directly affiliated membership was reported to be 36,071, and the membership of chartered trades and labour councils to be more than 100,000.

"As illustrative of the growth of the Congress," the *LABOUR GAZETTE* said, "it was stated that when the convention previously met in Quebec, in 1896, the revenue was \$255.26, and the membership about 3,000."

TEAMWORK in INDUSTRY

The Labour-Management Co-Operation Committee at Aircraft Industries of Canada Limited, St. Johns, Que., was formed in January 1957. The company, which employs 300, is engaged in the repair, overhaul and maintenance of aircraft. Local 4575 of the United Steelworkers of America (CLC) is the bargaining agent.

Reflecting on the group's achievements since that time, Managing Director J. H. Lucas remarked:

"There is a spirit of genuine co-operation between labour and management at the committee level but it is up to all of us to sell the benefits of this co-operation to all our employees.

"I will not be satisfied until we are deluged with suggestions aimed at improved efficiency, better relations, better communications and more effective action on problems. The industrial worker is our greatest asset. It is from him or her that we seek help in making AIC a better place in which to work."

Chairmanship of the committee alternates monthly between Mr. Lucas and Ivan Vachon, international representative of the Steelworkers. Every six meetings, one labour member is replaced by a new member.

Explained Personnel Manager T. D. Lord: "This arrangement helps to extend the committee's influence, publicizes its activities to the broadest possible employee audience, and provides every department and section with a recurring opportunity to make a positive contribution to our joint progress in labour-management co-operation."

Committee decisions are immediately tested in the hangars and shops by the employees who reported the problems in the first place. If a solution works, it will be retained in use; otherwise the problem goes back to the committee for a further buffeting.

Labour and management at Aircraft Industries have learned that production snags are solved by a combination of human experience, ingenuity and co-operation. And they have proved to each other that the most promising way to utilize the strength of that combination is through the pooled effort of joint consultation.

All profits earned by the canteen at the Naugatuck Chemicals Division of the

Dominion Rubber Company in Elmira, Ont., are returned to employees in the form of recreational and social activities sponsored by the Labour-Management Committee.

The committee, which comprises representatives from management and District 50 of the United Mine Workers, hires its own staff and controls the stocking and running of the canteen.

During a recent 12-month period the committee spent more than \$2,600 on a series of leisure time events ranging from lawn bowling and photography contests to summer picnics and corn roasts. Some 225 employees at Naugatuck thus contribute to a year-round entertainment program every time they spend a dime for a cup of coffee or a glass of milk.

* * *

High praise has been accorded the Union-Management Co-Operative Movement System Committee of the Canadian National Railways by a Canadian vice-president of the Brotherhood of Maintenance of Way Employees, Charles Smith.

In a recent address, Mr. Smith remarked: "These are difficult times for the railway industry, with management's problems of finding means of increasing revenue and meeting competitive forms of transportation, and labour's problems of adjusting to automation. But . . . the co-operative movement provides the ideal forum for frank expression of ideas and the opportunity to develop a feeling of partnership for the welfare of both management and labour."

Retiring CNR foreman Fred A. MacNevin described the company's labour-management relations as "a model for other industries." Mr. MacNevin was at one time chairman of the federated trades for the CNR system and has been active in union work since his first job as apprentice machinist 46 years ago.

"In all my years of CNR service there has been a good relationship between the company and the unions," said Mr. MacNevin. "We were always able to work out our differences by compromise, by a spirit of give and take on both sides."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during August. The Board issued four certificates designating bargaining agents, and rejected four applications for decertification. During the month the Board received sixteen applications for certification and allowed the withdrawal of three applications for certification.

Applications for Certification Granted

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of stevedores employed by the Canadian National Railways at Mulgrave, N.S. (L.G., July, p. 719).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of stevedores employed by the P.E.I. Produce Company Limited at Mulgrave, N.S. (L.G., July, p. 719).

3. United Steelworkers of America, on behalf of a unit of production employees of Consolidated Denison Mines Limited, Spragge, Ont. The International Union of Mine, Mill and Smelter Workers (Canada) intervened (L.G., Sept., p. 912).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of typewriter mechanics employed by the Canadian National Railways in its stationery stores at Winnipeg (L.G., Sept., p. 914).

Applications for Certification Rejected

1. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, applicant, and R. M. Williams, Yellowknife, N.W.T., respondent (L.G., July, p. 717). The application was rejected for the reason that it was not supported by a majority of the employees in the representation vote ordered by the Board.

2. International Union of Operating Engineers, Local 796, applicant, Northspan

Uranium Mines Limited, Elliot Lake, Ont., respondent, International Union of Mine, Mill and Smelter Workers, intervener, and United Steelworkers of America, Local 5798, intervener (L.G., June, p. 611) (*See reasons for judgment below*).

3. Kitimat, Terrace and District General Workers Union, Local No. 1583 (CLC), applicant, and The Bank of Nova Scotia, Kitimat Branch, respondent (L.G., June, p. 612). (*See reasons for judgment below*).

4. Canadian Merchant Service Guild, Inc. (Eastern Branch), applicant, and McAllister Towing Ltd., Montreal, respondent (L.G., Sept., p. 913). The application was rejected for the reason that, in the circumstances of this case, masters were not considered by the Board to be employees within the meaning of the Act, and that, in respect of the mates affected, the applicant did not have a majority as members in good standing.

Applications for Certification Received

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugboats operated by Young & Gore Tugboats Ltd., Vancouver. (Investigating Officer: D. S. Tysoe).

2. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW), on behalf of a unit of operations employees of Air France, Montreal. (Investigating Officer: C. E. Poirier).

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees in the Accounting Department of the Canadian Pacific Railway Company at Vancouver. (Investigating Officer: C. E. Poirier).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by Island

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Tug and Barge Limited, Vancouver. (Investigating Officer: D. S. Tysoe).

5. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Asbestos Transport Limited, Asbestos, Que., operating in and out of its terminals in Quebec and Ontario (Investigating Officer: Rémi Duquette).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by the Canadian Tug Boat Co. Ltd., New Westminster, B.C. (Investigating Officer: D. S. Tysoe).

7. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard vessels operated by the Griffiths Steamship Co. Ltd., Vancouver. (Investigating Officer: D. S. Tysoe).

8. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by the Gulf of Georgia Towing Co. Ltd., Vancouver. (Investigating Officer: D. S. Tysoe).

9. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by Nanaimo Towing Co. Ltd., Nanaimo, B.C. (Investigating Officer: D. S. Tysoe) (later withdrawn, *see* blow).

10. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by Vancouver Tug Boat Co. Ltd., Vancouver. (Investigating Officer: D. S. Tysoe).

11. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard vessels operated by F. M. Yorke & Son Ltd., Vancouver. (Investigating Officer: D. S. Tysoe).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

12. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed by Terminus Maritime Inc., at the Port of Quebec (Investigating Officer: Rémi Duquette).

13. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of machine operators employed by West Coast Stevedoring Co. Ltd., Vancouver. (Investigating Officer: D. S. Tysoe).

14. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard towboats operated by Kingcome Navigation Co. Ltd., Vancouver. (Investigating Officer: G. H. Purvis).

15. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs operated by the M. R. Cliff Tugboat Co. Ltd., Vancouver. (Investigating Officer: G. H. Purvis).

16. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs operated by Great West Towing and Salvage Ltd., Vancouver. (Investigating Officer: G. H. Purvis).

Applications for Certification Withdrawn

1. International Longshoremen's and Warehousemen's Union, Local 510, applicant, and the Shipping Federation of British Columbia, representing ship owners, agents, and stevedoring companies, respondents (first aid attendants) (L.G., Sept., p. 913).

2. International Union of Operating Engineers, Local 115, applicant, and Ken Magehey Construction Co., Whitehorse, Y.T., respondent (L.G., Sept. p. 914).

3. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Nanaimo Towing Co. Ltd., Nanaimo, B.C., respondent (received during month, *see above*).

Reasons for Judgment in Certification Application affecting International Union of Operating Engineers, Local 796 and Northspan Uranium Mines Limited and International Union of Mine, Mill and Smelter Workers (Canada) and United Steelworkers of America, Local 5798

The applicant applies to be certified as bargaining agent of a unit of employees of the respondent consisting of all hoist operators employed by the respondent at its properties in Elliot Lake, Ont.

There are 18 employees in the proposed bargaining unit of whom 10 are reported by the Board's investigating officer to be members in good standing of the applicant. The applicant claims that this unit is an appropriate craft unit falling within Section 8 of the Industrial Relations and Disputes Investigation Act, by reason of which the employees are claimed to be distinguishable from the employees as a whole, and that the applicant union is a trade union pertaining to such craft.

The respondent and the interveners contend that this group is not a craft group, in the sense that, for example, operating engineers or machinists are members of craft groups, and that they do not exercise

craft or technical skills in the true sense of the term although they require experience and ability beyond the average.

These hoistmen are drawn in the natural course of promotion from the ranks of the production unit for which the Canadian Labour Congress Local 1554 was certified as bargaining agent by the Board in October, 1958—usually by way of promotion from cage tender or skip tender, shaft inspector or rigger and must be fully familiar with the mine shaft in order to operate the hoists properly.

These employees do not undergo any formal type of training nor are they required to hold provincial government licenses. They operate under safety regulations of

The Board consisted of C. R. Smith, QC, Chairman, and A. H. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, A. R. Mosher and G. Picard, members.

the provincial Department of Mines. There is no relationship between the experience and skill required in hoist operation and the work skills and training required of operating engineers.

The applicant was unable to advise the Board of any instances in which a unit of this type has received recognition or certification as a craft unit elsewhere in mining operations in Canada.

The Board is of opinion that a case has not been made for the recognition of this group as a craft unit under the provisions of Section 8 of the Act, nor for the establishment of a bargaining unit comprising employees in this single classification separate and apart from the bargaining unit that has been previously established and approved by the Board as appropriate for collective bargaining in this mining operation, and which includes employees in the classifica-

tion of hoist operator. Accordingly, the application is rejected.

(Sgd.) C. RHODES SMITH,
for the Board.

for the Applicant

D. Melnyk, Esq.
John Wedge, Esq.
Clifford Ilton, Esq.

for the Respondent

Alex Harris, Esq.
J. E. Moyle, Esq.

for the International Union of Mine, Mill
and Smelter Workers (Canada)

Harvey Murphy, Esq.
Wm. Longridge, Esq.
R. Spiers, Esq.
G. Theriault, Esq.

for the United Steelworkers of America

J. H. Osler, Q.C., Esq.
Ontario Mancini, Esq.

Dated at Ottawa, August 11, 1959.

Reasons for Judgment in Certification Application affecting Kitimat, Terrace and District General Workers' Union, Local 1583 and The Bank of Nova Scotia, Kitimat Branch

This is an application for certification as bargaining agent for a unit of employees of the Respondent, described in the application as "tellers, clerks, ledgerkeepers and stenographers at Kitimat, B.C." There are only three persons for whom certification is sought, the other two members of the staff at this branch of the Bank, *viz.*, the manager and the chief clerk, being excluded. The Respondent classifies the employees covered by the application as teller, ledgerkeeper and clerk-typist, and contends that the chief clerk should be included in any bargaining unit of branch employees.

The Board's decision turns entirely on the appropriateness or otherwise of a bargaining unit limited to employees at this small, rather isolated, branch of the Bank. On this question, the Respondent's written reply to the application, together with information given to the Board's investigating officer and the evidence submitted on its behalf at the hearing of the matter by the Board on August 11, 1959, may be summarized as follows:

The Board consisted of C. Rhodes Smith, Chairman, and A. H. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, A. R. Mosher and G. Picard, members. The judgment was delivered by the Chairman.

1. The Bank of Nova Scotia carries on its business on an integrated nation-wide basis throughout its 503 branches in Canada. The head office of the Respondent and its British Columbia division office exercise close control and direction over the business operations of all branches.

2. Staff matters are subject to approval or decision of the division office, as are other administrative matters.

3. The employees engaged by the Bank in its various branches are covered by uniform personnel policies and are subject to common conditions of employment.

4. The Bank has an established practice of transferring employees between branches. Generally speaking, a male employee is transferred to fill a vacancy, advance his training, broaden his experience or provide promotion or advancement. An employee is not normally promoted within a branch, but is given a more responsible position in another branch. With new branches being opened and expanding staffs, there is considerable transferring of male employees. A male employee is not left in an isolated branch too long. Transfer is usually to another branch in the British Columbia division, but may be to a branch in any other division. In practice a transfer to a

branch in another division is infrequent. Female employees are hired locally. To a large extent they are married women or if not married are not interested in a long-term business career. They are not transferred to the same extent as male employees, but the Bank endeavours to effect transfers for female employees who request them.

Since the Kitimat branch was opened in May 1956, there have been 21 different persons who from time to time have occupied the four positions at this branch below the manager, 13 of these 21 being engaged through transfers from other branches of the Bank.

On the basis of the foregoing the Bank contends that the bargaining unit applied for is not appropriate and submits that the appropriate unit for collective bargaining is comprised of all of its personnel coming within the meaning of "employee" as defined in the Industrial Relations and Disputes Investigation Act.

The Applicant contends that the unit applied for is appropriate and submits that the following points support its position:

1. The proposed unit includes only the three female employees, who are local residents with family connections in Kitimat. The Bank procedures for transfer and promotion are not applied to such employees.

2. The Kitimat branch functions independently of other branches, with all branches responsible to the British Columbia division office.

3. There is extensive union organization at Kitimat, and bank employees should not be denied the benefits of such organization.

4. The applicant local functions only in the Kitimat and Terrace areas, and thus if employees are to have the right to be represented by the union of their choice, the Kitimat employees would have to be recognized as an appropriate unit.

5. It is quite normal for employees of a branch office to comprise a separate bargaining unit, even in railway operations.

In connection with point 1 it appears that one of the three female employees covered by the application had submitted her resignation on March 19, which became effective on April 1, the day after that on which the application is dated, March 31, 1959. Further, she has been replaced by a male employee transferred from another branch. From these facts it appears that the Bank's transfer procedures were applied in this instance and affected the unit. Another of the three resigned effective July 31, 1959, and has been replaced by a female employee recruited locally. Still another development is that in July two

local young men have been hired as trainees. They will be transferred shortly to other branches.

In connection with point 2, though the evidence is not complete enough for a valid comparison to be made with other industries it does establish that a high degree of supervision and control is exercised by the British Columbia division office and head office of the Bank. This is particularly true of personnel changes. Counsel for the Respondent stated that all staff changes emanate from the head office of the Bank in Toronto, and that all personnel practices and functions and conditions of employment for the Bank are established at head office, and are uniform from coast to coast, including fringe benefits. All these matters are centralized and integrated at head office.

All resignations are required to be made to the general manager of the Bank at head office.

The evidence in connection with points 1 and 2 makes it unnecessary to discuss the remaining three points of the Applicant's submission.

One further circumstance appears to the majority of the Board to be important in relation to the appropriateness of the proposed bargaining unit, namely, the likelihood of it being a viable unit. The facts that the proposed unit comprises only 3 employees (or 4 if the chief clerk were to be included) in one small isolated branch of a Bank which has thousands of similar employees in over 500 branches, that the branch does not control changes in its staff personnel, that there is a rapid turnover in the staff of the branch, in large measure as a result of transfers under the Bank's uniform integrated policy, make the proposed unit, in our opinion, inappropriate for collective bargaining. These facts also indicate that it is most unlikely that such a unit would have any real prospect of functioning effectively.

The Board rejects the application for the foregoing reasons, deeming the proposed bargaining unit to be inappropriate. Because of its decision on the question of the appropriateness of the unit, it has not found it necessary to reach a decision on any other issues, e.g., the inclusion or exclusion of the chief clerk.

While this application is rejected the Board deems it advisable to state that this decision must not be taken as indicating that the Board agrees with the Respondent's contention that the appropriate bargaining unit must be a nation-wide unit of employees of the Bank. The present decision rests on and is applicable only to its own particular

facts. The Board points to the facts that this is the first application with which it has had to deal concerning bank employees, and that employees of Canadian banks have hitherto not been organized by trade unions for collective bargaining. The Industrial Relations and Disputes Investigation Act applies to banks and their employees, and the Board will consider all applications concerning bank employees, with the purpose of giving effect to the intent of the Act. It may well be that units of some of the employees of a Bank, grouped together

territorially or on some other basis, will prove to be appropriate, rather than a nation-wide unit.

(Sgd.) C. RHODES SMITH,
for the Board.

for the Applicant

Maurice W. Wright, Esq.

Jos. McKenzie, Esq.

for the Respondent

R. V. Hicks, Esq., Q.C.

K. London, Esq.

R. Boyle, Esq.

Dated at Ottawa, September 11, 1959.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Goodwill Trucking Limited, Vancouver, and Local 605, Line Drivers, Warehousemen, Pickup Men and Dockmen's Union (sleeper cab employees) (Conciliation Officer: D. S. Tysoe).

2. Milliken Lake Uranium Mines, Elliot Lake, and United Steelworkers of America (Conciliation Officer: F. J. Ainsborough).

3. The Bessborough Hotel (Canadian National Hotels, Limited), Saskatoon, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove).

4. The Fort Garry Hotel (Canadian National Hotels, Limited), Winnipeg, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove).

5. Chateau Laurier Hotel (Canadian National Hotels, Limited), Ottawa, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove).

6. The Charlottetown Hotel (Canadian National Hotels, Limited), Charlottetown, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove).

7. Jasper Park Lodge (Canadian National Hotels, Limited), Jasper, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove).

8. Hotel Vancouver (Vancouver Hotel Company, Limited), Vancouver, and Canadian Brotherhood of Railway, Transport

and General Workers (Conciliation Officer: G. R. Currie).

9. J. Sherman and Sons, Leamington, and Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

10. Robin Hood Flour Mills Limited, Humberstone, Ont., and Local 416, United Packinghouse Workers of America (Conciliation Officer: F. J. Ainsborough).

11. Northern Alberta Railways Company, Edmonton, and Brotherhood of Railroad Trainmen and Order of Railway Conductors and Brakemen (Conciliation Officer: J. S. Gunn).

Settlements Reported by Conciliation Officers

1. Canadian Stevedoring Company Limited, Vancouver, and International Longshoremen's and Warehousemen's Union, Local 512 (Conciliation Officer: G. R. Currie) (L.G., Aug., p. 831).

2. Commercial Cable Company Limited, *SS John B. Mackay*, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: C. E. Poirier) (L.G., Aug., p. 831).

3. Radio Station CHRC Limited, Quebec, and National Association of Broadcast Employees and Technicians, Region No. 6 (Conciliation Officer: R. Duquette) (L.G., Aug., p. 831).

4. Northspan Uranium Mines Limited (compressor operators), Elliot Lake, and International Union of Operating Engineers, Local 796 (Conciliation Officer: F. J. Ainsborough) (L.G., July, p. 720).

5. Goodwill Trucking Limited, Vancouver, and Local 605, Line Drivers, Warehousemen, Pickup Men and Dockmen's Union (sleeper cab employees) (*see above*).

Conciliation Boards Appointed

1. Algom Uranium Mines Limited, and District No. 6, United Steelworkers of America (L.G., Sept., p. 915).

2. Pronto Uranium Mines Limited, and District No. 6, United Steelworkers of America (L.G., Sept., p. 915).

3. Northspan Uranium Mines Limited (office and technical employees), Elliot Lake, and United Steelworkers of America, Local 581 (L.G., Aug., p. 831).

4. Consolidated Denison Mines Limited (office and technical employees), Spragge, and United Steelworkers of America, Local 5815 (L.G., Aug., p. 831).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in June to deal with a dispute between H. W. Bacon Limited, Toronto, and Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Aug., p. 832) was fully constituted in August with the appointment of His Honour Judge Walter Little, Parry Sound, Ont., as Chairman. Judge Little was appointed by the Minister on the joint recommendation of the other two members,

S. E. Dinsdale and Melrose Kerr, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

Conciliation Board Reports Received

1. Canadian Pacific Railway Company (Dining, Cafe and Buffet Car Employees) and Brotherhood of Railroad Trainmen (L.G., Sept. 1958, p. 981). The text of the report is reproduced below.

2. Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen (L.G., July, p. 720). The report submitted by the Board is an interim report and the recommendations relate only to the issues in dispute affecting the Eastern Region operations of the Company. The Board will submit its final report in due course with respect to the dispute as it affects the Prairie and Pacific Regions. The interim report is reproduced below.

Settlements Reached following Board Procedure

1. Trans-Canada Air Lines, Limited, Montreal, and Canadian Air Line Pilots Association (L.G., Sept., p. 921).

2. Quebec North Shore and Labrador Railway Company and Brotherhood of Railroad Trainmen (L.G., Sept., p. 926).

Report of Board in Dispute between

Canadian Pacific Railway Company (Dining, Cafe
and Buffet Car Employees)

and

Brotherhood of Railroad Trainmen

Your conciliation board established under the Industrial Relations and Disputes Investigation Act pursuant to a request of the Brotherhood of Railway Trainmen representing the dining, cafe, and buffet car employees employed by the Canadian Pacific Railway, consisting of the Honourable A. W. Roebuck, representing the employees, and John W. Long, QC, representing the Company, with His Honour Judge J. C. Anderson as Chairman, met with the parties in Toronto on October 15, 1958 and in Toronto on December 10, 1958 and in Ottawa on January 26, 1959 and in Ottawa on April 28, 1959.

At all these meetings the dining car employees were represented by:

Mr. Cecil Burningham, General Chairman; Mr. Frank A. Collin, Vice-President of the Brotherhood of Railway Trainmen;

During August, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between the Brotherhood of Railroad Trainmen and the Canadian Pacific Railway Company (dining, cafe and buffet car employees).

The Board was under the Chairmanship of His Honour Judge J. C. Anderson, Belleville, Ont., who was appointed by the Minister on the joint recommendation of the other two members, J. W. Long, QC, Montreal, and the Honourable A. W. Roebuck, Toronto, nominees of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Long. The minority report was submitted by the Honourable A. W. Roebuck.

The majority and minority reports are reproduced here.

Mr. C. W. Stanley, Statistician; Mr. D. M. Paltiel, Economist; Mr. John Brown, Member; Mr. M. Giceluk, Member; Mr. William Hirst and Mr. Roger Binett, Members.

The Company was represented by:

Mr. Thomas James, Manager, S.D. & P.C. Department, Montreal; Mr. M. H. Chalmers, Assistant Manager, S.D. & P.C. Department; Mr. P. E. Bernard, Supervisor of Costs; Mr. J. A. Carr, Supervisor of Research, Department of Personnel.

The matters originally in dispute before the board are outlined in the Brotherhood's letter of 28th March, 1958 as follows:

1. That wage rates, however established applicable to hours and overtime, be increased by twenty-five per cent (25%) effective June 1, 1958.
2. Effective January 1, 1959, the Canadian Pacific Railway Company shall contribute an additional \$8.50 (eight dollars and fifty cents) per employee per month, for one year, for the purpose of improving health and welfare plans in effect as may be mutually agreed.
3. Vacations with pay shall be on the following basis:
 - 1 year of service—6 days—2% of previous year's gross annual earnings.
 - 2 years of service—12 days—4% of previous year's gross annual earnings.
 - 10 years of service—18 days—6% of previous year's gross annual earnings.
 - 15 years of service—24 days—8% of previous year's gross annual earnings.

However, vacation with pay shall in no case be less than that provided for under the current agreement as revised in accordance with the general increase in rates.

4. The number of paid statutory holidays shall be increased to eight by the addition of Remembrance Day.
5. The principle of severance pay shall be recognized and established.

The Canadian Pacific Railway Company shall set aside four cents (4¢) per hour per employee for severance pay, to be allocated among employees whose services are being terminated on a basis of amounts and years of service to be mutually agreed upon.
6. Work normally performed by employees herein represented, or similar work which by past practice has been performed by them, shall not be contracted to be performed by other than these employees.
7. That one hundred and seventy-six (176) hours or less, in assigned service, shall constitute a basic month's work. Hours in excess of one hundred and seventy-six (176) and up to one hundred and ninety-two (192) will be paid at pro rata rates.

Hours in excess of one hundred and ninety-two (192) shall be paid for as overtime at the rate of time and one-half the pro rata rate on the actual minute basis to the nearest fifteen (15) minutes.

8. Two week pay period, i.e., issuance of pay cheques every second Thursday.
9. Improvement in the sleeping accommodation aboard trains.

The Board heard voluminous briefs submitted by the Brotherhood of Railway Trainmen on behalf of the dining car employees, and briefs of the Canadian Pacific Railway S.D. & P.C. Department covering all of the issues in dispute.

The board spent many hours discussing the issues with the parties in an attempt to conciliate them; but was not successful and hence the necessity of this Report.

Generally speaking, the Company took the position that the employees represented before this board should accept the same settlement as the non-operating employees and, as the Canadian National Railway dining car employees were part of the non-operating group, that these employees should accept the same settlement as the dining car employees on the Canadian National Railways accepted as part of the non-operating group. The employees in the group represented before this board number approximately seven hundred (700) and are less than one per cent (1%) of the total railway employees of the Canadian Pacific. And the Company's argument was that the total employees of the Company have to be closely related to the pattern developed for the major groups of railway employees in the matter of wages and other conditions of employment.

The Brotherhood, on the other hand, takes the position that it has been certified as the bargaining agent for the employees before this board and that they have the responsibility to bargain on behalf of their own membership and that there is no reason why they should have the pattern of other organizations foisted upon them.

1. *Wage Rates:*

The wage increases asked for by the Brotherhood amount to twenty-five per cent (25%) effective June 1, 1958. A great deal of material was submitted on behalf of the Brotherhood in an attempt to show that the employees in this unit had fallen far below other employees in the country generally; and also in the other branches of the railway in particular. On the other hand, the Company attempted to establish that the wage rates of these particular employees had kept pace with the improve-

ment of wage rates of other railway employees.

Without attempting to analyze the evidence for and against the union's position, the board, having taken all the arguments into consideration on the question of wages, makes the following recommendation:

There should be granted an increase of four cents (4¢) per hour effective June 1, 1958 (or at the employees option), three per cent (3%) increase effective June 1, 1958; a further three per cent (3%) increase effective February 1, 1959; and a further three per cent (3%) increase effective September 1, 1959. And if the parties desire a further year's extension of the contract, such extension should provide a further and additional increase of one-and-a-half per cent (1½%) for the final year of the contract.

2. Improved Health and Welfare

The second request of the Brotherhood is that effective January 1, 1959 the Canadian Pacific Railway should contribute an additional \$8.50 (eight dollars and fifty cents) per employee per month for one year for the purpose of improving the Health and Welfare Plans in effect as may be mutually agreed. In the "Non-Ops Settlement" an increase in the amount paid for the Health and Welfare Plan was granted, increasing the amount from \$4.25 (four dollars and twenty-five cents) to \$4.87 (four dollars and eighty-seven cents) per employee per month.

It is recommended by the Board that a similar increase in the amount paid for Health and Welfare Plan be granted to these employees.

3. Vacation with Pay

A good deal of material submitted by both the Brotherhood and the Company related to the issue of vacation with pay. The Company recognizes there must be an improvement in the vacation-with-pay provisions of the contract to correspond with the present legislation found in the Annual Vacations With Pay Act, Chapter 24 of the Statutes, 1957-58. The Company has already offered four weeks after thirty-five (35) years of service to the Brotherhood of Railway Trainmen.

Your board is of the opinion that in addition to the improvements now provided by law in the Annual Vacations With Pay Act, the new contract should include a clause granting to the employees before this board, twenty-four days vacation after thirty-five years of service; and that this clause should be written into the contract effective from June 1, 1958. In all other

respects the board recommends the provisions in the last contract relating to vacations with pay be carried forward in the new contract.

4. Statutory Holidays

Your board does not see fit to recommend any increase in the number of statutory holidays.

5. Severance Pay

While severance pay is highly desirable, it is costly and is still unusual in Canadian industry. Because of the cost feature and not because of the lack of desirability your board is unable to make any recommendation in respect to the demand for severance pay.

6. Contracting Out

The request of the Brotherhood that work normally performed by employees or similar work which by past practice has been performed by them shall not be contracted to be done by other than these employees; this amounts to a request that the status quo with regard to work of these employees be maintained. The Company takes the position that this is a fundamental issue and that they must have the management right to manage their business as they see fit in the circumstances. However, they did intimate that there was no present intention to contract out work to be performed by other than these employees which had been normally performed by the employees represented, and this declaration of intention should be sufficient to settle the matters between the parties at least for the term of this contract until the practice with respect to contracting out has become much more clearly established than it is at present.

7. Issuance of Pay Cheques Every Second Thursday

This is no doubt desirable from the point of view of employees but is costly to administer by the Company, and the board is of the opinion that it is not fundamental and recommends no action and that this request be not granted.

8. Reduction of Hours

The employees request that the hours be one hundred and seventy-six hours (176) or less in assigned service, and that this constitute a basic month's work; that hours in excess of one hundred and seventy-six (176) and up to one hundred and ninety-two (192) be paid at pro rata rates; that hours in excess of one hundred and ninety-two (192) should be paid for as overtime at the rate of time and one-half the pro

rate on the actual minute basis to the nearest fifteen minutes. This request, if granted, the Company calculates would cost about one-million dollars alone. A great deal of time and argument and a good deal of written material was submitted to the board with relation to this issue. The union's position is that while most other railway employees enjoy a forty-hour week that they have to work a forty-eight hour week, and up to about fifty-two hours a week (two hundred and twenty-four (224) hours monthly), without the application of overtime rates.

The basic work month for the dining car employees at the present time consists of two hundred and eight (208) hours or less, equal to twenty-six (26) days per month or forty-eight (48) hours per week. But they may be required to work two hundred and twenty-four (224) hours per month at pro rata rates.

Overtime payment begins only after two hundred and twenty-four hours (224). The trips which the employees make are spread over the entire month and they have a layover at the home terminal between trips. The employees complain that when the hours of their work month were reduced from two hundred and forty (240) to two hundred and eight (208), it did not result in their having more time at home. The employees also further complain that when the hours were reduced, assignments were extended, which created a captive hour zone at the away-from-home terminal and reduced the preparatory and release time after arrival time. The employees stated the result of this is that they spend more time on the road and get less time at home.

This the Company disputes. In 1952, a conciliation board under the Chairmanship of Mr. James Stitt dealt with the request of the dining car service for a change in rules and one of these changes was a request for time and a half for hours worked in excess of two hundred and eight (208) per month. The board recommended that the Railway accept the request, but the Railway declined and a settlement was reached on the basis of time and a half for hours worked in excess of two hundred and twenty-four (224) per month. The Brotherhood also submits that with the inauguration of faster train service, preparatory and clean-up time was eliminated at Winnipeg. With the faster trains, the dining cars continued through the run while crews are changed and thus the preparatory time performed in the yards by the out-going crew is now performed by the in-coming crew.

The dining car employees therefore seriously urge a reduction in which in their opinion would only restore the former lay-over time at their home terminals. The Railway, in answering the submission of the union when they requested a reduction in hours, points out that the difference in working conditions between the feeding car and other non-operating work has long been recognized in a difference in the number of hours per month. The feeding car service, because it is part of a train operation, makes it impossible to schedule work on a daily basis in such a way that the crew members are on duty a specific number of paid hours. And the feeding car employee, because he is confined to the train during the period of operation of his car, is paid for all hours except those spent in nightly rest. He is paid for between-meal hours even when no service is required. The Brotherhood, of course, say that the between meal hour is getting less and less and in some runs they are constantly on their feet. The Company points out that the monthly assignment is sometimes completed in as little as fifteen days. When the main group of railway workers was employed two hundred and four (204) hours a month, the feeding car employees were employed two hundred and forty (240) hours. When the hours were reduced to one hundred and sixty-nine and one-third (169 $\frac{1}{3}$) hours per month in 1951, the feeding car employees' hours were reduced to two hundred and eight (208). The differential in hours is common, the Company says, to this type of employment. It is recognized by the Canadian National feeding car employees as well as by the sleeping car employees on both the Canadian National Railway and Canadian Pacific Railway. The feeding car employees of the Canadian National have a monthly guarantee of two hundred and eight (208) hours but the Canadian National feeding car employees must work two hundred and forty (240) hours per month before overtime provisions for payment come into effect. As a result of the non-operating settlement, the Canadian National feeding car employees' time has not been reduced in the present contract. The Company also points out that the sleeping car porters employed by the Canadian Pacific as well as those employed by the Canadian National made no request for reduction in hours before the recent conciliation board. The Company also submits that the feeding car employees enjoy three periods of approximately a half an hour per day when they eat their meals and that during the normal working month this amounts to approximately (20) twenty hours. The Company

reiterates the fact that any reduction in the number of hours worked in a month cannot be granted, because if there is a reduction in the number of hours worked in a month, and if the same service is to be maintained, it will result in considerable overtime payment, which is very costly.

In reply to the Company's argument, the Brotherhood points out that the work the men do and time for meals and rest is entirely dependant upon the number of patrons to be served and that the preparation and serving the meals, the cleaning of the cars, utensils, dishes and silver, can only be done between serving from early morning until late at night. The Brotherhood further states that on busy trains the feeding car employees seldom have an opportunity to enjoy an undisturbed meal. Serving low price meals all hours of the day and liquor of all kinds when legal to do so, this type of feeding unit attracts a great many passengers and oftentimes the crew is hard put to it to cope with the number of people they are called upon to feed.

This problem of hours is a most difficult one because there is much to be said by the employees and much to be said by the Company.

The recommendations which follow are those of the Chairman only.

The Company is naturally concerned with the costs; and as the whole operation of passenger trains is carried on at a very heavy loss including the operation of the dining cars, it is only natural that the Company should be very much opposed to assuming additional costs. When an employee works two hundred and twenty-four (224) hours a month without premium pay, he is working on the average over fifty-one (51) hours a week, which, of course, is a very much longer work week than most people in industry work these days. On the other hand, to accede to the Brotherhood's request, namely to have all hours in a month in excess of two hundred and eight (208) paid at the premium rate of time and a half would be an added expense which might amount in the aggregate to several hundred thousand dollars annually.

Your Chairman is of the opinion that the basic hours for a month's work should remain at two hundred and eight (208); and hours up to two hundred and sixteen (216) per month should be paid at pro rata rates. It is to be noted that the dining car employees receive pay for two hundred and eight (208) hours per month although on some months some employees do not work actually two hundred and eight (208) hours; and therefore your Chairman is of

the opinion that hours up to two hundred and sixteen (216) should be at pro rata rates.

When hours in excess of two hundred and sixteen (216) per month are worked, it seems to your Chairman that there should be some premium pay in the future for service in excess of two hundred and sixteen (216) hours per month; although it is reported that because of the scheduling and different numbers of days in months, that the Company finds it impossible even with the best of scheduling to prevent certain employees on certain runs from being required to work in excess of two hundred and sixteen (216) hours per month.

However, with stationary engineers, and other employees in industry who are as a condition of their employment required to work other than the usual number of hours or other than the usual number of hours on days and times when other people are not working, it is now becoming recognized that unusual number of hours or days when work is required should bear premium rates, for the balance of the term of the new contract.

Your Chairman therefore recommends: that, up until the new contract is signed, the present working hours as set out in the last contract shall remain in full force and effect; that, effective on the signing of the new contract, the working hours should be as follows:

Two hundred and eight hours (208) or less in assigned service shall constitute a basic month's work.

Hours in excess of two hundred and eight (208) and up to two hundred and sixteen (216) shall be paid at pro rata rates.

Hours in excess of two hundred and sixteen (216) and up to two hundred and twenty-four (224) shall be paid at a premium rate of fifteen per cent (15%) the pro rata rate on the actual minute basis to the nearest fifteen minutes.

Hours in excess of two hundred and twenty-four (224) shall be paid for as overtime at the rate of time and one-half the pro rata rate on the actual minute basis to the nearest fifteen minutes.

It is the intention of the Chairman that the recommended hourly premium should affect and apply to employees actually in employment at the date of signing of the new contract, and those thereafter employed. As a premium rate is a new departure, it is, as has been stated above, recommended that no retroactivity should apply to it, but

it should commence at the date of signing of the new contract.

Mr. John W. Long's recommendation with respect to the request of the Brotherhood for reduction of hours is as follows:

8. *Reduction of Hours.*

The dining car employees of the Canadian National Railway have concluded an agreement to work a basic month of 208 hours with overtime of time and one-half after 240 hours (Company Brief—Exhibit No. 1—Page 12, Paragraph 36). The C.N.R. employees have been working on this basis since 1950/51 and in the recent conciliation no request was made to alter this basis. The same working schedule applies to the sleeping car porters of both roads. As will be seen from the foregoing, the feeding car employees of the Canadian Pacific are now enjoying more favourable treatment than the feeding car employees of the Canadian National and the sleeping car porters of both roads. For this reason, if for no other, I cannot bring myself at this time to recommend any additional benefits concerning hours of work and overtime.

Even should one or both of the other members of this Board recommend a premium after 216 hours, to become effective only on the date of the signing of the new contract, I feel that I am obliged to make a further remark concerning retroactivity. The very nature of the Company's business is such that it cannot increase its prices to provide for retroactive increases in wage demands by its employees and, consequently, the whole principle of retroactivity of contracts is such as to work a hardship, if not an injustice, to Management.

JWL.

9. *Improvement in Sleeping Accommodation*

The employees are seeking improvement in the sleeping accommodation aboard trains. The employees sometimes have to work long hours and naturally proper rest is important to them. One complaint that they have is as to the resiliency of the bed springs. The employees also complain of the lack of space for an individual; and of poor ventilation. There are fifteen bunk type beds in a car in tiers of three in a space of seventeen feet in length and eight feet in height, with a two foot aisle running down the center of the car. Employees say that the washroom facilities are not adequate for the number using the cars.

The Company, while not admitting the conditions are nearly as bad as the Employees suggest, say that they are constantly looking into the question of better accommodation on the sleeping cars. It should not be too difficult or too expensive to bring about improvements in the resiliency of the springs on the beds at least. The Chairman recommends that the Company make an immediate and complete survey of the dormitory cars, including the bed accommodation there, and the lavatory and washroom accommodations and ventilation; and that they should so state their inten-

tions to make whatever improvements are possible within one year from the signing of the new contract.

Senator A. W. Roebuck agrees with the contents of the Report on some issues; but has added in the form of an addendum his own views dealing with those matters in which his views differ from those of his colleagues.

All of which is respectfully submitted.

Dated at Belleville, Ontario, this 8th day of August, 1959.

(Sgd.) J. C. ANDERSON,
Chairman.

(Sgd.) J. W. LONG,
Member.

MINORITY REPORT

I am not in entire disagreement with the statements and recommendations of the Chairman as they appear in his Report; but *I will* best avoid misunderstandings by those affected, by writing my own separate report, than I would by joining in the chairman's Report with reservations, however clearly expressed.

My most pronounced disagreement with the Chairman in his Report is with respect to his recommendation of a 15-per-cent premium for hours of overtime served in excess of 216 hours per month up to 224 hours per month; time and one half is already paid after 224 hours and should of course be continued. In my opinion, the Chairman is right in recognizing the right of the men to premium pay for time in excess of 216 hours; he is in serious error in suggesting a breach of the universally established rule of time-and-one-half for overtime.

To begin with, the time-and-three-twentieths of pro rata would work out on assignments in which overtime as described may occur to less than \$2 per month for the highest paid employees and to less than \$1 per month for the lower paid men. The suggestion is accordingly of no practical value.

A still more serious objection is to the precedent such an arrangement would set. Overtime has been paid for at time-and-one-half from time immemorial in all agreements affecting railroad employees throughout this entire continent. Such an innovation as that suggested of reducing the standard time-and-one-half to time-and-three-twentieths would constitute a precedent to the liking of railroad management generally but against which all railroad unions would protest with the utmost vigour.

In this particular dispute, the Brotherhood of Railroad Trainmen have not asked for any fraction of the standard overtime premium. The men of the bargaining unit involved do not want it, and, while it may resemble a concession, they would not accept it and would repudiate it if it were offered them.

These men now work a 48-hour week, which is eight hours per day for six days per week, which is excessive as measured by industrial standards in this and other industries throughout Canada and the United States. They ask for a 40-hour week. At the present time 208 hours in assigned service constitutes a basic month's work, but extensions of this time of labour up to 224 hours per month are paid for a pro rata rates. It is only for hours in excess of 224 per month that the overtime standard rate of time-and-one-half becomes applicable.

The men ask that the basic month be reduced from 208 hours to 176 hours, and they will accept pro rata rates of pay up to 192 hours, with time-and-one-half for hours worked in excess of 192 hours.

In this connection it should be observed that the operational schedules in the Montreal district are now set up at approximately 192 hours per month, and other districts in the order of 200 hours per month, so that the men's request for overtime after 192 hours need not be particularly costly to the Company, and I advise a settlement on that basis.

In a number of ways, working conditions for the unit of employees in question have deteriorated seriously during recent years. Not long since, there were a number of runs on this railway in which these men left home in the morning, stayed overnight at a distant point, and returned home next day. This afforded an opportunity for continuous normal family life and for rest and recreation at home, where conditions favourable to recuperation normally prevail.

But in 1950, the railway management commenced increasing the length of the runs of their trains, a trend which found its culmination in the institution of the "Canadian" transcontinental train. The outstanding feature of this change in operating methods has been a marked increase in layover time away from home to which these employees have been subjected.

In addition to this increase in layover time, or "captive time" as it is called, the Company has reduced what is known as terminal time, that is to say the pause which occurs where crews are changed and which is used for the concluding operations of the

previous trip and the preparations for that in prospect.

This increase in "captive time" and the increase in the service required while trains are in motion have very seriously affected the working conditions of the men. The effort of the Company to give to their customers a super service has resulted in the men's being employed continuously during their hours of service with scarcely a minute for rest and thus, working under difficult conditions, and on a moving vehicle, during the summer in excessive heat, has intensified what has always been an arduous service, so that the men are exhausted by the close of their day.

The men are of the opinion that this decrease in the hours of the basic month's work will result in an increase in layover at the home terminal where the men reside, in addition to fewer hours per day actual service when on the trains.

Sleeping Accommodation

One of the factors in the exhaustive character of the conditions of work about which the men complain is the unsatisfactory sleeping accommodation afforded. The dormitory cars which have been provided since the institution of the "Canadian" train are unsatisfactory in a number of ways. The detail is well known to the Company officials on a number of occasions for minor improvements, but nothing is done. The men require that these improvements be given immediate attention.

The bunks in the dormitory car should be reduced to two, a lower and an upper, as one finds in all normal sleeping cars. At present, the bunks are in tiers of three and the lack of space precludes reasonable rest and comfort. The foam rubber mattresses should be changed to ordinary mattresses and the springs should be strengthened so as to decrease their resiliency. The aisle should be widened so that two men can pass in reasonable comfort, and there may be other details. Generally speaking, the employees in question should be given accommodation at least equal to that of the ordinary tourist car, and six months is plenty of time in which to make the change I have indicated.

Wage Rates

The men have asked for an increase of 25 per cent, effective June 1, 1958, in wage rates. The settlement concluded some time since between the non-operating employees of the Company and the Company provided for an increase of .04 cents per hour effective June 1, 1958, 3-per-cent increase effective February 1, 1959, and a further

3 per cent effective September 1, 1959. Were working conditions made satisfactory as above stated, the men would be prepared to accept the so-called non-ops settlement as to wage increases, and I could then join the Chairman's wage recommendations as set out in his Report.

Health and Welfare

In the so-called "non-ops" settlement, the amount paid for the Health and Welfare Plan was increased from \$4.25 to \$4.87 per employee per month. The dining car employees have asked for \$8.50 per employee per month, but the union would be willing to accept the non-ops settlement amount with the above proviso as to other conditions.

Vacations with Pay

At the present time the men of this union receive six days vacation after one year's service; 12 days vacation after three year's service, and 18 days after 15 years' service. The Annual Vacations with Pay Act passed by the Dominion Government and applying to railways provides for one week vacation after one year's service, and two weeks vacation after two year's service, so that all that remains of the employees' demands is for 18 days after 10 years' service and 24 days after 15 years' service. The Company has already offered four weeks after 35 years' service to the Brotherhood of Railway Trainmen, which includes the men in the union in this bargaining

unit. It should not be difficult, therefore, for the Company to concede the requested days after 10 and 15 years' service, and this I recommend.

Contracting Out

The men included in this bargaining unit have asked that the work normally performed by them in the past shall not be contracted to be performed by other than themselves. The request narrows down to a provision that the status quo in regard to work shall be maintained, and that the field of employment filled in the past by the men of this bargaining unit shall not be handed over to other units. The Company has already intimated that there is no present intention of any such move, and an assurance therefore from the employer in the prospective agreement should not present difficulty.

Severance Pay and Statutory Holidays

The Chairman recognizes the desirability of severance pay but because of its cost refrains from recommending its institution, and for similar reasons does not recommend an increase in the number of statutory holidays. It is with regret that I concur, but only to the extent that these desirable reforms be deferred for the present.

All of which is respectfully submitted.

Dated at Toronto this 4th day of August, 1959.

(Sgd.) A. W. ROEBUCK,
Member.

Report of Board in Dispute between Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen

Your conciliation board appointed to deal with the dispute between the above parties, consisting of His Honour Judge J. C. Anderson, chairman; John W. Long, QC, company nominee, of Montreal; Hon. A. W. Roebuck, QC, brotherhood nominee, of Toronto, met at the city of Montreal on August 3, 4, 5, 6 and 7, 1959, and at these sittings heard the evidence and submissions and arguments of the parties dealing with all matters in dispute between the Brotherhood of Railroad Trainmen and the Canadian Pacific Railway Company (Eastern, Prairie, and Pacific Regions).

The Board adjourned on August 7 and again met the parties in Montreal on the 18th, 19th, 20th and until midnight on August 21, 1959, and on these days the Board devoted its full attention in an attempt to conciliate the issues in dispute. The parties were respectively represented as follows:

For the Company:

A. M. Hand, Assistant Manager, Labour Relations—CPR,
Joseph G. Benedette, Personnel Department,

Jack C. Anderson, Supervisor, Personnel and Labour Relations, Prairie Region—Winnipeg, CPR,
 Denis Card, Contract Analyst, Personnel Department,
 Jack Ramage, Labour Relation Assistant, Department of Personnel,
 Vic Hooley, Road Foreman of Engines—Vancouver, CPR,
 Fred G. Firmin, Supervisor, Personnel and Labour Relations, Atlantic Regions—Montreal,
 A. L. McGregor,
 J. B. Shipley,
 F. W. McCurry.

For the Brotherhood:

Eastern Region—

W. P. Kelly, General Chairman,
 L. E. Baker, Vice-Chairman,
 H. L. O'Neil, Secretary.

Prairie and Pacific Regions—

S. McDonald, General Chairman,
 T. A. Archibald, Vice-Chairman,
 E. Davidson, Secretary,
 Members of Negotiating Committee,
 R. Lane,
 E. V. Gardiner,
 C. W. Cannon,
 J. R. Carter,
 R. W. Hurl,
 C. W. Stanley, Manager, Schedule-Statistical Bureau,
 F. A. Collin, Vice-President,
 L. C. Malone, Vice-President,
 D. Paltiel, Statistician.

Separate proposals for amendment to the contract were put forward by the brotherhood relating to the Eastern Region, from those put forward by the brotherhood relating to the Prairie and Pacific Regions, and the company had certain counter proposals relating to each region. The Prairie and Pacific brotherhood committee submitted proposals for amendments to some 50 rules or articles.

The Board was advised that the brotherhood, Eastern Region, and the brotherhood, Prairie and Pacific Regions, had asked for separate boards of conciliation, but your board was appointed as a single board charged with responsibility under the Act of conciliating the dispute between the parties in the Eastern Region and in the Prairie and Pacific Region.

Certain requests, both by the brotherhood and the company were common to East and West, and the number of the requests in the Eastern Region for amendment to the contract was less than in the Prairie and Pacific Regions, and for this reason your board of conciliation, during the week of

During August, the Minister of Labour received a unanimous interim report of the Board of Conciliation and Investigation established to deal with a dispute between the Brotherhood of Railroad Trainmen and the Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions). The recommendations of the interim report relate only to the issues in dispute affecting the Eastern Region operations of the Company. The Board will submit its final report in due course with respect to the dispute as it affects the Prairie and Pacific Regions.

The Board was under the Chairmanship of His Honour Judge J. C. Anderson, Belleville, who was appointed by the Minister on the joint recommendation of the other two members, J. W. Long, Q.C., Montreal, and the Honourable A. W. Roebuck, Q.C., Toronto, nominees of the company and union respectively.

The interim report is reproduced here.

August 18 to 21 inclusive, spent more time in trying to conciliate the issues as they affected the dispute between the brotherhood and the company on the Eastern Region than they did in an attempt to conciliate the dispute as it affected the issues in dispute between the brotherhood and the company in the Prairie and Pacific Regions.

Your Board has carefully weighed the evidence and submissions of the parties as it affects the issues in dispute by the brotherhood and the company of the Eastern Region, and with relation thereto your board now unanimously recommends as follows:

Wages

That there shall be an increase in wages applicable to all wage rates and arbitration (not including car step-up rates) payable both in road and yard service similar to that in effect in the last non-ops settlement, that is to say,

4¢ or 2.3 per cent effective June 1, 1958, 3 per cent effective February 1, 1959, 3 per cent effective September 1, 1959, 1.5 per cent effective June 1, 1960.

All increases will be based on wage rates and arbitraries in effect on May 31, 1958 less 1 per cent set aside for health and welfare benefits.

The payment of the retroactive portion of the above-mentioned increases will be made as soon as possible but, in any event, not later than three months from the signing of the contract.

Electric Lanterns

That the following electric lanterns rule be adopted:

1. Effective January 1, 1960, all employees must provide themselves with an electric white lantern. The electric

lantern, bulbs and batteries must be of a standard prescribed by the company and the lantern must be equipped with not less than two white bulbs for instant use and a provision for a spare white bulb to be carried in the lantern.

2. Employees will be furnished white electric lanterns by the company upon signing payroll deduction order of the actual cost of the lantern, supplied, not including the cost of bulbs and batteries. This deduction will be made from the pay cheque in the current payroll.
3. Employees, who prior to January 1, 1960 have already provided themselves with electric lanterns, may continue to use them until they are worn out, provided such lantern is of a satisfactory type and contains two serviceable white bulbs for instant use and a provision for carrying a spare white bulb in the lantern, as required under the provision of Clause 1.
4. When an employee leaves the service of the company, either voluntarily, by discharge or by death, the lantern if in satisfactory condition, may be returned to the company whereupon the amount of deposit, made when the lantern was issued, shall be refunded to the employee or his estate.
5. Replacement of lanterns issued by the company will be made without cost to the employees under the following conditions:
 - (a) When worn out or damaged in the performance of company service, upon return of the lantern.
 - (b) When stolen while employee is on the premises of the company, without neglect on the part of the employee.
 - (c) When destroyed in the performance of duty.
6. The company will maintain at convenient locations, a supply of bulbs and batteries to be drawn as required upon presentation of those worn out or broken, without cost to the employee.
7. In the event that due to conditions beyond the control of the company it becomes unable to obtain a sufficient quantity of such electric lanterns, bulbs or batteries for the purpose set forth herein, the company shall thereby be relieved of compliance with the provisions of this agreement to the extent that such inability makes it impossible to comply herewith.

8. The company will continue to use oil burning lanterns with red globes for flagging.

Statutory Holidays

That employees engaged in yard service shall be entitled to seven statutory holidays, that is to say, the six now granted together with the addition of Victoria Day, but the first entitlement thereunder shall commence with Victoria Day 1960.

Vacations

The acceptance by the parties of the same agreement for road service employees as accepted by the engineers and firemen on the Canadian Pacific Railway, which reads as follows:

Section 1.

- (a) An employee who at the beginning of the calendar year has completed more than 30 days but less than two years' continuous service will be allowed one calendar day's vacation for each 52 days worked and/or available for service, or major portion of such days during the preceding calendar year with a maximum of one week. Compensation for such vacation will be 2 per cent of the gross wages of an employee during the preceding calendar year.
- (b) An employee who at the beginning of the calendar year has completed two years' continuous service will be allowed one calendar day's vacation for each 26 days worked and/or available for service, or major portion of such days during the preceding calendar year with a maximum of two weeks. This basis applies during subsequent years until qualifying for further vacation under clause (c) of this section. Compensation for such vacation will be 4 per cent of the gross wages of an employee during the preceding calendar year.
- (c) An employee who at the beginning of the calendar year has completed 15 years' continuous service and who has rendered compensated service in 150 calendar months, calculated from the date of entering service, will be allowed one calendar day's vacation for each 17 days worked and/or available for service, or major portion of such days, during the preceding calendar year with a maximum of three weeks. This basis applies during subsequent years until qualifying for further vacation under clause

(d) of this section. Compensation for such vacation will be 6 per cent of the gross wages of an employee during the preceding calendar year.

- (d) An employee who at the beginning of the calendar year has completed 35 years' continuous service and who has rendered compensated service in 350 calendar months, calculated from the date of entering service, will be allowed one calendar day's vacation for each 13 days worked and/or available for service or major portion of such days during the preceding calendar year with a maximum of four weeks. Compensation for such vacation will be 8 per cent of gross wages of an employee during the preceding calendar year.

Section 2.

- (a) An employee who is retired, leaves the service of his own accord, is dismissed for cause, or whose services are dispensed with shall be paid for any vacation due him up to the time of termination of his service calculated as provided for in Section 1.
- (b) An employee who, at the time of termination of his services, has completed more than 30 days' and less than two years' continuous service shall be paid 2 per cent of his gross earnings up to the time of termination of his service.
- (c) An employee who leaves the service of his own accord, or is dismissed for cause and not reinstated in the service within two years of date of such dismissal, will, if subsequently returned to the service, be required to again qualify for vacation with pay as per Section 1.
- (d) In the event of the death of an employee, vacation pay to which he is entitled up to the time of his death, will be paid to the estate of the deceased.
- (e) An employee who is laid off during the year and who has not been recalled at the beginning of the ensuing calendar year will have the right to request on two weeks' notice vacation pay due him at any time during the ensuing year prior to being recalled to service.
- (f) In filling vacancies created by employees on vacation with pay, as provided in this Article, the schedule rules will apply unless otherwise

mutually agreed upon between the general chairman and the general superintendent.

- (g) Time off on account of vacation under the terms of this article will not be considered as time off on account of employee's own accord under any guarantee rules and will not be considered as breaking such guarantees.

Section 3.

The words "continuous service" in Section 1 mean continuous employee relationship; time off duty account laid off, *bona fide* illness, injury, or attendance to organization business (except on full time basis), shall be included for qualification purposes in Section 1.

Section 4.

- (a) An employee who has become entitled to a vacation with pay shall be granted such vacation within a 12 month period immediately following the completion of the calendar year of employment in respect of which the employee became entitled to the vacation.
- (b) Insofar as practicable, preference shall be given in order of seniority of the applicants where applications for vacation have been filed on or before January 15 of each year; such preference shall not be granted where applications have been filed after January 15. Employees must take their vacation at the time allotted and those who do not apply for it prior to January 15 shall be required to take their vacation at a time prescribed by the company.

and with respect to yard service employees the rule now in effect to continue in the contract with the amendment that two weeks' vacation shall be granted after completion of two years' service and four weeks' vacation after completion of 35 years' service.

With this recommendation goes the understanding that Article 41, Rule 17, Clause (d), shall not be affected thereby.

Watches

That the right of the employees to have their watches cleaned by any qualified watch repairman subject to the production of a certificate acceptable to the company be continued.

Health and Welfare

That the company will pay on a 50-50 basis with the employee the cost of the same benefits under the present health and welfare plan now in effect with the non-ops, it being understood that this arrangement for half payment by each of the parties shall become effective when the Brotherhood's application to the Benefit Plan Committee has been acted upon. For the purpose of the Brotherhood's joining the benefit plan the Company is prepared to join in such application.

The Board further recommends that the Company continue the \$4.25 per month payment from the effective date of the new contract until the employees represented by the Brotherhood are actually participating in the non-ops health and welfare plan, and in the event that the application of the Brotherhood and the Company on behalf of the trainmen to participate in the non-ops benefit plan is not consummated, from the first day of the month following the decision of the Benefit Plan Committee giving a negative answer to this application for participation in the plan, the Company will pay each employee \$4.87 per month in lieu of health and welfare benefits provided to the non-ops under the plan to which they are parties.

Pay Cheques

That the Company continue the present policy with respect to the issuance of CG's and with respect to advance delivery of pay cheques prior to employees going on vacation.

Union Dues

That the Company check-off union dues on a monthly basis for all employees in road and yard service subject to a deduction of 6 cents per individual check-off deduction.

Oil Burners

That the Company's negotiating committee recommend to the Company's committee on appropriations that they provide funds for the installation of oil burners rather than coal stoves on all new caboose equipment.

Initial and Final Terminal Time Rule

The Board recommends that the Company include the excepted 15 minutes in initial terminal delay and that the remaining 15 minute period of excepted time at the final terminal remain unchanged because the latter is provided for in the wage structure as a whole.

Article 17 (d)

Article 17 (d) shall be amended by adding thereto the following words:

Local arrangements may be made to advance the starting time when required by the exigencies of the service; the concurrence of the general chairman under such circumstances shall not be unreasonably withheld. and that a new clause (g) be added reading as follows:

The company will arrange their wayfreight service to avoid the handling of shed freight at night and on Sundays. Wayfreight assignments will be bulletined specifying the home terminal, the objective terminal, working limits and the starting time. So far as it is practicable wayfreight assignments will start at the bulletined starting time except that an assignment may be started at a time later, but not earlier than that specified in the bulletin. When the bulletined starting times are changed more than three hours, the assignment will be re-bulletined.

Article 17½—Road Switcher Service

Add new clause (f) reading as follows:

Road switcher assignments will be bulletined specifying the home terminal, working limits and the starting time. So far as it is practicable road switcher assignments will start at the bulletined starting time except that an assignment may be started at a time later, but not earlier than that specified in the bulletin. When the bulletined starting times are changed more than three hours, the assignment will be re-bulletined.

and further that to this article there shall be appended a definition in the form of a note which shall read as follows:

The term "road switcher" as used in this article does not apply to passenger, work or mixed train assignments.

U.S. Rates for Quebec Central Crews

That the Company pay United States rates under conditions applicable to Canadian Pacific Newport, Vermont and Brownville, Maine Seniority Rosters schedule to Quebec Central Crews for mileage operated in United States territory.

Interdivisional Runs

That the following rule be incorporated in the new contract:

Inter- or intra-seniority district runs may be established when it can be demonstrated by the Company that such changes are necessary by operational requirements, either as a means of speeding up service or to maintain such service on an economical basis. It is not the intent of this rule that rights or practices of establishing or changing home terminals will be affected, or that presently established divisional home terminals or unassigned pool home terminals will be abolished by the establishment of such runs.

The establishment of these runs will be negotiated locally between the Assistant General Manager and the General Chairman, and in such negotiations each party will give full recognition to the other's fundamental rights, with reasonable and fair arrangements being made in the interests of both parties.

If the parties fail to concur in the establishment of such a run on the basis of the reasons set forth by the Company and on the basis of the reasons set forth by the Brotherhood, the matter may be referred to the Canadian Railway Board of Adjustment No. 1 for final settlement.

It is part of the board's recommendation that the rule as written above shall not come into force as a rule until the fundamental rights as set out in line 4 of paragraph 2 have been spelled out and agreed upon in detail by both parties and the Board further recommends that the parties to the forthcoming contract will agree therein to negotiate what is meant by fundamental rights and spell out in detail the meaning of "fundamental rights" and when the meaning of "fundamental rights" has been agreed upon the rule shall immediately thereafter come into effect. If the parties through negotiation are not able to agree on the spelling out and wording in detail on what are understood by the parties to be fundamental rights either party to the agreement may ask the members of this board of conciliation to assist in spelling out and setting forth in detail the full meaning of the words "fundamental rights" and in the event of no agreement between the parties after the said members have attempted to assist in this regard the parties will agree that the report of the said members or a majority thereof on the full meaning as spelled out of the words "fundamental rights" shall be accepted by both parties.

Conversion Rules—Article 12 and Article 10 (e)

That Article 12 be revised to read as follows:

Assigned wayfreight crews will be paid wayfreight rates. Through and irregular freight crews or mixed train crews required to load or unload wayfreight en route, will be paid wayfreight rates for the time so paid not to be included in computing overtime, but may be used to the extent necessary to make up the minimum day, and pay not to be in excess of wayfreight rates for the full trip.

Through or irregular freight crews, except when on work trains, or mixed train crews making stops for the purpose of (a) taking on or setting off a car (or cars), (b) loading and unloading wayfreight and/or (c) moving a car (or cars) in a siding at a point where no car (or cars) are taken on or set off, at more than five stations or that make more than ten switches en route, or a combination of such

service, will be paid wayfreight rates for the trip. The minimum in the combination is seven.

Article 14 (b)

That Clause (b) of Article 14 be revised to read as follows:

(b) Crews in pool or irregular freight service may be called to make short trips and turn-arounds with the understanding that one or more turnaround trips may be started out of the same terminal and paid actual miles with a minimum of 100 miles for a day, provided (1) that the mileage of all the trips does not exceed 120 miles, (2) that the distance run from the terminal to the turning point does not exceed 30 miles, and (3) that men shall not be required to begin work on a succeeding trip out of the initial terminal after having been on duty 8 consecutive hours computed from the time of departure from outer main track switch or designated point on the initial trip, except as a new day, subject to the first-in, first-out rule or practice.

Article 11 (e) and (f)

That Article 11 be revised to provide that extra men on passenger trains will be paid through freight rates including overtime, and under passenger conditions, and supplied with accommodation or vans if available.

The board further recommends that all matters referred to it and not hereinbefore specifically recommended, whether they arise by reason of requests made by the Company or by the Brotherhood for revision, be dropped except as to any matters that the parties prior to the meeting of the Board of Conciliation have agreed upon in direct negotiations.

The board further recommends with respect to wages and all other matters that they are conditional upon the parties entering into a contract which shall be effective from June 1, 1958 until May 31, 1961 or thereafter.

The board points out to the parties that if the board report is accepted by the parties they will be expected to incorporate all matters of substance into the contract in appropriate contract language.

All of which is respectfully submitted.

Dated at Belleville, Ontario, this 27th day of August, 1959.

(Sgd.) J. C. ANDERSON,
Chairman.

(Sgd.) J. W. LONG,
Member.

(Sgd.) A. W. ROEBUCK,
Member.

LABOUR LAW

Labour Legislation Enacted in 1959

Vacations with pay, hours of work, minimum wages, discrimination, equal pay, apprenticeship, industrial safety

During the 1959 sessions, provincial Legislatures, in addition to enacting legislation dealing with workmen's compensation and labour relations, reviewed in separate articles,* passed legislation dealing with vacations with pay, hours of work, minimum wages, discrimination, equal pay, apprenticeship, industrial safety, and other matters of interest to labour.

Amendments to the Manitoba Vacations with Pay Act provided for a paid vacation of two weeks after one year of service instead of one week after one year and two weeks after three years. Saskatchewan, too, amended its Annual Holiday Act.

Prince Edward Island enacted a Women's Minimum Wage Act; until this year it was the only province without a minimum wage law. Also in Prince Edward Island, the School Act was amended to raise the school-leaving age from 15 to 16 years.

Fair Employment Practices Acts were amended in Nova Scotia and Saskatchewan; Fair Accommodation Practices Acts were passed in Nova Scotia and New Brunswick.

A new Equal Pay Act was passed in Prince Edward Island, bringing to seven the number of provincial Acts, in addition to the federal Act, prohibiting discrimination in rates of pay because of sex.

Annual Vacations with Pay

The Manitoba Legislature amended the Vacations with Pay Act to provide for a vacation of two weeks with pay after one year's service with an employer, in substitution for the former provision for a one week's vacation after one year of service and two weeks after three years. The other provinces in which an employee is entitled to a two weeks' vacation with pay after working one year are Saskatchewan and British Columbia. The Alberta Labour Act provides for a two weeks' vacation

after two years, and the Saskatchewan Act for three weeks after five years.

Further amendments, to go into effect on proclamation, make provision for changing the system of vacation pay stamps for workers in the construction industry to a system of cheques issued by the Department of Labour annually. In line with the change in the vacation, vacation pay credit is increased from 2 to 4 per cent of wages earned in each regular pay period. The Act provides for the use of vacation stamps in the Greater Winnipeg area only.

The Act now provides for the payment of vacation pay by employers to the Minister of Labour, who will turn over the amounts received to the Provincial Treasurer. Payment to the Minister is to be made at such times as the Minister prescribes. The employer is required, when making payment, to furnish certain information to the Minister, including the name and address of the employee and the number of his unemployment insurance book, and to notify the employee in writing of the amount paid.

As soon as practicable after June 30 in each year, the Minister will requisition from the Provincial Treasurer a cheque in favour of each employee in respect of whom he has received vacation pay, in the amount to his credit in the records of the Department of Labour, and send it to the employee.

The Minister is authorized to make a charge for handling vacation credits, the amount of which is to be fixed by regulation. This charge may be deducted from the account of the employee.

A further amendment permits the Manitoba Labour Board to include in an employee's period of service, for the purpose of qualifying for an annual vacation, any period during which he was absent from work on account of injury and in receipt of workmen's compensation. Under the Manitoba Act, an employee is considered to have completed a year's service if he has worked 95 per cent or more of regular working hours during the year. Regular working

*"Workmen's Compensation, 1959", September issue, page 937: "Labour Relations and Trade Union Legislation in Canada in 1959," page 1028 of this issue.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

hours do not include annual vacation and periods of absence of up to 30 days authorized by the employer or because of certified illness. Under the new provision, the Board may find an employee eligible for a vacation if his service during 12 months was interrupted only by the period during which he was in receipt of compensation.

The Saskatchewan Annual Holidays Act, which was amended in 1958 to provide for an annual vacation with pay of three weeks after five years' service with the same employer, was amended this year to extend the benefits of a three weeks' vacation after five years' service to persons whose employment with the same employer has not been continuous.

The Act now provides that an employee is entitled to a three weeks' vacation with pay after five "accumulated" years of employment, provided that no break in his service has exceeded six months (182 days).

The Act imposes on employers an obligation to maintain for a period of five years the records of employees who are re-employed within six months after termination of a previous period of service.

This amendment to the Saskatchewan Act brings a new feature into annual vacations legislation in Canada, as no other Act provides for annual vacations on the basis of accumulated service.

Hours of Work

The Saskatchewan Hours of Work Act was re-enacted, consolidating the Act and the amendments made since 1953, when the statutes were last revised.

Minimum Wages

An important development in minimum wage legislation was the enactment of a Women's Minimum Wage Act in Prince Edward Island, until this year the only province without a minimum wage law. Minor amendments were also made to the Minimum Wage Act of Saskatchewan.

The Prince Edward Island Act provides for the fixing of minimum rates by the Labour Relations Board established under the Trade Union Act. As in a number of the other provinces, the Act is drawn wide enough in scope to cover practically all industries and occupations in the province, farm workers and domestic servants being the only groups excluded. The Board has authority, however, to exempt any group of employees or employers in any industry, business, trade or occupation from the operation of the Act or from any minimum wage order.

The Board has power, after holding an inquiry, to fix a minimum wage for women employees "in different employments or in different classes or descriptions of any employment" at such rate as it considers advisable. The orders of the Board require the approval of the Lieutenant-Governor in Council.

Minimum wage orders must be published in the Royal Gazette and will take effect 10 days after publication unless a later date is fixed in the order. Employers are obliged to post minimum wage orders where they can easily be read by employees.

Subject to the approval of the Lieutenant-Governor in Council, the Board may, either on its own initiative or upon petition of employees or employers, revise, suspend, vary or rescind an order.

Inspectors may be appointed for the enforcement of the Act and any orders that may be made by the Board. The penalty for failure to pay the minimum wage rate or for any other contravention of the Act or an order is a fine not exceeding \$100 or, in case of default, imprisonment for a period not exceeding 30 days.

In the Saskatchewan amendments, the Minimum Wage Board was given authority to make an order requiring every employer in any class of employment to provide, repair and launder at his own expense any uniforms or special articles of wearing apparel which he requires his employees to wear. The Board was also empowered to order that a rest period granted to an employee must be counted as time worked. The Board has already laid down these requirements in some of its orders.

Protection of Wages

In Saskatchewan, a new provision was added to the Landlord and Tenant Act to give greater wage security to employees of persons who carry on their business in rented premises. Minor amendments were made to Alberta, Ontario and Quebec legislation to modify provisions relating to protection of wages.

The new provision added to the Saskatchewan Landlord and Tenant Act gives priority to wage claims of employees in any case where an employer's goods and chattels are impounded and sold for rent due upon the premises. In such circumstances any person employed by the employer-tenant at any time during the previous three months may, by filing a claim as prescribed, obtain a lien upon the moneys realized from the sale for any unpaid wages earned during the three-month period, not exceeding \$500. The lien has priority over the claims of the landlord or of any other creditor.

An amendment was made to the Alberta Industrial Wages Security Act, which requires every employer in the mining and lumbering industries to deposit with the Minister, before beginning operations each year, security in the form of cash or bond for the payment of wages to his employees. The security is usually established at the greatest amount paid by the employer in wages in one month during the previous year. At the Minister's discretion, an employer may be allowed to pay the amount of the security in instalments.

The Minister is also permitted to exempt an employer from furnishing security if the Board of Public Utility Commissioners certifies that it is satisfied with his financial position and ability to pay wages to his employees.

The amendment transfers the functions of the Board in this regard to the Provincial Auditor, without otherwise altering the wages security provisions of the Act.

The Alberta Masters and Servants Act permits a worker to recover unpaid wages by making a complaint before a magistrate. It authorizes the magistrate to investigate the case and, upon proof of the charges made in the complaint, to order payment of wage claims not exceeding six months' wages or \$500. Proceedings under the Act must be taken within six months after employment is terminated or the last instalment of wages has become due.

An amendment to the section of the Act providing that an order for the payment of wages due to an employee may be enforced by distress warrant and sale of the property of the employer under the Seizures Act clarifies the position of the employee and gives him additional protection.

The Ontario Wages Act provides that 70 per cent of an employee's wages are exempt from seizure or attachment for payment of debt. An amendment to the Act makes unenforceable any provision of a contract under which a debtor assigns to his creditor more than 30 per cent of his wages.

In Quebec, the Code of Civil Procedure was amended in 1958 to prohibit an employer from dismissing an employee solely because his salary had been seized by garnishment. An amendment made this year, adding the words "or suspend" after the word "dismiss", is designed to prevent an employer from evading the prohibition by suspending the employee indefinitely.

School Attendance

The Prince Edward Island School Act was amended, raising the school-leaving age from 15 to 16. In the section of the Act making school attendance compulsory, the

reference is now to a child "who has attained his seventh but not his sixteenth birthday" instead of to a child "between the ages of seven and fifteen years inclusive".

Anti-Discrimination Measures

Fair Employment Practices

Fair Employment Practices Acts were amended in Nova Scotia and Saskatchewan. The Nova Scotia amendment made the Act applicable to all employers rather than to those employing five or more employees. In Saskatchewan, the amendments were designed to strengthen the provisions of the Act regarding advertisements, application forms and inquiries in connection with employment.

The Saskatchewan provisions, as now amended, prohibit, in any application form, advertisement or inquiry in connection with employment, not only any direct or indirect expression of discrimination, but also any expression of intent to discriminate, on grounds of race, religion, colour or national origin. As before, an exception is allowed where a limitation, specification or preference as to race, religion, colour or national origin is based upon a *bona fide* occupational qualification, that is, a qualification that is actually and legitimately required of the applicant because of the nature of the job.

The amendments further provide that no person may include in an application form, advertisement or inquiry a question or request for particulars as to an applicant's race, religion, colour or national origin, again, unless the question or request is based upon a *bona fide* occupational qualification.

The removal of the numerical exemption in the Nova Scotia Act makes that Act, in this respect, like the Act of Saskatchewan. The other provincial Fair Employment Practices Acts—those of British Columbia, Manitoba, New Brunswick and Ontario—exclude employers with fewer than five employees.

Fair Accommodation Practices

The New Brunswick and Nova Scotia Legislatures passed Fair Accommodation Practices Acts prohibiting discrimination in public accommodation on account of race or creed. Although broadly similar, these two statutes differ in certain particulars, the New Brunswick Act following the pattern of the Act of Ontario and the Nova Scotia Act following that of Saskatchewan.

Both Acts prohibit any person from denying accommodation, services or facilities customarily available to the public to any

person or class of persons because of race, creed, colour, nationality, ancestry or place of origin (in the Nova Scotia Act, race, religion, religious creed, colour or ethnic or national origin).

The Acts also prohibit discriminatory advertising, such as the displaying of signs and notices on lands and premises, and advertising in newspapers, on the radio or by means of any other medium of communication.

The Nova Scotia Act does not specify the Minister to be charged with its administration. The administration of the Act has, however, been assigned to the Minister of Labour. The New Brunswick Act is also administered by the Minister of Labour.

Under both Acts, complaints of discrimination are to be investigated by an officer acting under the authority of the Minister. If a settlement cannot be reached at this stage, a commission may be appointed to make an inquiry into the case, and, if necessary, to recommend to the Minister the course that ought to be taken.

In New Brunswick, the Minister may issue whatever order he deems necessary to secure compliance with the Act, and his order is final and must be obeyed. The Nova Scotia Act, like the Act of Saskatchewan, does not authorize the Minister to issue an order binding on the parties. The Minister is required, however, to furnish a copy of the commission's recommendations to each of the persons concerned, and may publish them if he considers it advisable.

In New Brunswick, failure to comply with an order of the Minister or with the Act is punishable by a fine of up to \$50 for an individual and up to \$100 for a corporation. In Nova Scotia, the penalties are the same as in New Brunswick for a first offence but, as in Saskatchewan, higher penalties (up to \$200 for an individual and \$400 for a corporation) are provided for subsequent offences.

In both provinces, the written consent of the Minister is required before a prosecution may be instituted, and where a person has been convicted of an offence under the Act, the Minister may apply to a judge of the Supreme Court for an order enjoining such person from continuing the offence.

Equal Pay

A new Equal Pay Act was passed in Prince Edward Island. There are now seven provincial Acts and a federal Act prohibiting discrimination in rates of pay because of sex.

The Prince Edward Island Act prohibits employers from discriminating between male

and female employees by paying a female employee at a lower rate than a male employee for the same work done in the same establishment. A difference in rates of pay based on any factor other than sex is not prohibited by the Act. A complaint regarding equal pay is to be made to the Labour Relations Board.

The procedure under the Prince Edward Island Act for dealing with charges of discrimination is less elaborate than under the other provincial Acts, which distinguish between the stage of initial investigation by an officer of the Department of Labour and the stage of a more formal inquiry conducted by a board, commission or referee.

The Prince Edward Island Act does not specify any procedures except the duty of the Board to endeavour to effect a settlement of the complaint. There is no provision for a ministerial or Board order, with which compliance is required.

The penalty for a violation of the Act is a fine of up to \$100.

The Act explicitly states that the making of a complaint to the Board is not to restrict the right of an aggrieved person to initiate court proceedings.

Apprenticeship

An amendment to the Alberta Apprenticeship Act deleted the words "for more than three months" from the section prohibiting the employment of any person in a designated trade for more than three months except under a contract of apprenticeship or with the authorization of the Provincial Apprenticeship Board. Thus any employment in a designated trade by a person eligible to be an apprentice (apart from employment under apprenticeship contract) is prohibited except with the permission of the Board.

The comparable section of the Newfoundland Act was also amended to delete the reference to a person "eligible to be an apprentice in any designated trade". This section now provides that no person between the ages of 16 and 21 who has not completed training as an apprentice may be employed in a designated trade for more than three months in any year except under a contract of apprenticeship or with a permit from the Provincial Apprenticeship Board.

"Improver" and "prospective apprentice" are now defined in the Newfoundland Act, and the Board is required to register all improvers and prospective apprentices as well as all apprentices.

An "improver" is defined as a person who is or has been employed in a designated

trade and who, in the Board's opinion, requires training to qualify for journeyman status.

By "prospective apprentice" is meant a person who has satisfied the Board that he is a suitable person to be a party to an apprenticeship contract, who has been registered with the Board, and who is to enter into a contract of apprenticeship.

Authority was given to the Lieutenant-Governor in Council to make regulations, on the recommendation of the Board, fixing the living allowances which may be paid to improvers while they are attending full-time training courses.

The regulations may also prescribe the conditions under which allowances may be paid to improvers (as well as to apprentices and prospective apprentices, as formerly) and may provide for the repayment in whole or in part of allowances by apprentices or improvers who discontinue training courses and by prospective apprentices who do not continue pre-apprenticeship courses.

Changes were made with respect to the composition of the Provincial Apprenticeship Board which, as before, is to consist of a chairman, an official of the Department of Labour, an official of the Department of Education and an equal number of representatives of employers and employees. It is now provided that there must be at least two representatives of employers and two representatives of employees on the Board, of whom one of each must retire each year. Formerly, the Act provided for one or more representatives of each side, in equal numbers. Provision was also made for the appointment of an alternate employer representative and an alternate employee representative on the Board, to serve in the absence of a regular member and to hold office for two years. Both regular and alternate representative members may be re-appointed.

By an amendment, deemed to have been in force from November 1, 1954, the Provincial Apprenticeship Board was authorized to appoint boards to conduct trade tests and final examinations of apprentices and for the granting of improvers' and journeymen's status.

Regulation of Trade Schools

In both Ontario and Quebec, legislation was enacted setting out stricter requirements for the operation of private vocational or trade schools. The emphasis in this legislation is on closer Government supervision with regard to registration and inspection and on the safety of the school premises and equipment. In Ontario, trade schools are required to be registered with the

Minister of Education, and in Quebec the operator must obtain a permit from the Minister of Youth.

The amendment to the Ontario Trade Schools Regulation Act provides that the Minister or any person authorized by him in writing may inspect a trade school "to determine the safety of the premises and the operation thereof". To obtain registration an applicant must be able to furnish a certificate from an authorized inspector certifying as to the safety of the premises, and an existing registration may be cancelled if a school is found to be unsafe.

The Act empowers the Minister to issue a certificate of registration to an applicant complying with the requirements of the Act. In a further amendment, the Minister was authorized to refuse registration "where, in his opinion, the registration or renewal should not be granted".

The Act now also provides that a trade school giving instruction in a trade which is designated under the Apprenticeship Act may be registered if the Minister of Labour gives his consent. Previously, such trades were exempted from the Act.

In Quebec, a new Act, cited as the Private Vocational Schools Act, was passed, replacing the former Trade-schools Act and making provision in greater detail for Government supervision of private schools giving vocational education.

The Act now provides that the permit required for the operation of a private vocational school is to be issued on an annual basis, expiring on June 30. Regulations under the Act provide that the annual report required to be made by each school before April 1 of each year is to serve as an application for the renewal of a permit.

As before, the Minister or his authorized representative may inspect a school and inquire into its methods of instruction, the competency of its instructors, its text-books, registers, advertising matter and account books, and he may suspend, cancel or refuse to renew a permit where the conditions under which it was issued have not been fulfilled or the regulations observed.

As before, the Lieutenant-Governor in Council may make regulations regulating the operation of trade schools in all respects. Among other things, the regulations may require a person keeping a school to furnish security to guarantee compliance with his obligations towards his students, and establish standards respecting the number of hours to be devoted to subjects taught, the equipment required, the quality of the courses, the qualifications of instructors and other matters.

Gas Distribution

In Quebec, a new Act, cited as An Act respecting the Electricity and Gas Board and Public Safety, was enacted to provide for the regulation of the distribution and use of natural and manufactured gas in the province.

General regulatory power over the conveyance, possession, distribution and use of gas is vested in the Electricity and Gas Board, which is empowered to make regulations, subject to the approval of the Lieutenant-Governor in Council, respecting public safety and the prevention of accidents; to adopt any code or technical standard which it deems appropriate; to designate one or more organizations to test gas apparatus; and to order that only approved apparatus may be installed.

The Act prohibits the installation of any gas apparatus not conforming to the requirements of the regulations. Distributors are forbidden to supply gas to a consumer if it is to be used by means of defective or unapproved apparatus or in a building where the piping, to the distributor's knowledge, presents a risk of accident.

The Board is given powers of inspection and may conduct any inquiry deemed necessary to satisfy itself that the legislation is being observed. It may issue orders to any owner or operator of a conveyance system, to any distributor or consumer of gas or to any person in charge of the installation or repair of gas apparatus if such orders are considered expedient for greater safety. Failure to comply with an order gives the Board the right to carry out its provisions by any means at its disposal, including the demolition, removal, confiscation and replacement of defective installations or apparatus, and to recover from the offender the amount of the expenses incurred in so doing.

Boilers and Pressure Vessels

New Brunswick replaced its Stationary Engineers Act and Newfoundland its Boiler and Pressure Vessel Act by new statutes, and the British Columbia Boiler and Pressure-vessel Act was amended.

Both new statutes were enacted after careful review of comparable legislation in other jurisdictions. Many of the changes are in terminology and in a more orderly presentation of sections. The result in each case is a more up-to-date law and one which is more in line with those in the other provinces.

Besides making certain administrative changes, the New Brunswick Act provides for the issue of "learner" type permits for a period of up to six months, requires the annual inspection of insured boilers and pressure vessels, and sets out the qualifications required for inspectors' certificates of competency. Previously, the Act provided for an annual inspection of only uninsured boilers and pressure vessels.

The Act now provides for the appointment of a Chief Boiler Inspector. At present the Chief Factory Inspector is also Chief Inspector of the Boiler Inspection Branch of the Department, and boiler inspectors also act as factory inspectors.

As before, the Lieutenant-Governor in Council may appoint qualified persons as "Examiners" and boiler inspectors. The Royal Gazette of June 17 contained a notice of appointment of three Factory and Boiler Inspectors of the Department of Labour as Examiners under the Act.

Provisions regarding the Board of Examiners for the examination of candidates for licences as stationary engineers or boiler-men were revised to provide for equal representation of labour and management on the Board and to fix its tenure of office. Instead of providing for a Board of three or more persons, the Act now states that the Board is to consist of not more than five persons, a chairman and not more than four other members, equally representative of labour and management. As before, all members must hold first class stationary engineers' licences. A new five-member Board of Examiners was recently appointed to replace the six-member Board appointed under the former Act.

The new Act provides that at least two members of the Board, or a member and an Examiner, may examine candidates for licences. Under the former provisions, one Board member or an Examiner was permitted to hold an examination.

The Act uses the terms "heating plant" and "power plant" instead of the former classifications of Boiler Plant Class A, B and C, and Steam Power Plant Class A and B. Heating plants are classed as "high pressure" and "low pressure". As before, boilers, pressure vessels and plants of less than a specified capacity are exempted from the Act. It is now stipulated that "pressure vessel" does not include a hot water tank or pneumatic tank having a diameter of less than 24 inches. A definition of "refrigeration plant" has been added.

The Act does not materially change the duties which the holders of various classifications of licences may undertake. The

holder of a boilerman's licence may now operate a low-pressure heating plant of up to 200 h.p. (formerly, less than 100 h.p.), and third and fourth class licence holders, in addition to being permitted to operate certain sizes of plant, may now have charge of small plants of specified horse power rating.

The Act contains new provisions with respect to the practical operating experience required for the different classes of licences, requiring for a boilerman's licence three months' experience under supervision, for fourth class six months under supervision, for third class two years under supervision, for second class a total of four years, and for first class a total of six years' practical operating experience.

A new provision empowering the Chief inspector to issue a permit for a period not longer than six months will enable a candidate to obtain the practical operating experience required to be eligible to write the examination for a fourth class or boilerman's licence.

Under the former provisions, persons licensed in another province might be granted, with or without examination, such class of licence as the Board deemed fair and reasonable. It is now provided that, if the Board at its discretion grants a licence without examination, it is to be one class lower than the licence held in the other province, or, if the candidate successfully passes the prescribed examination, he may be issued a licence of the same class as he held in the other province.

As before, during the temporary absence of an engineer due to illness or other emergency or on holidays, the Chief Inspector may authorize an engineer holding a licence not more than one class lower to act in his stead. The period of such replacement is now limited to 30 days.

Another change is that the Act now contains a requirement that insured boilers and pressure vessels must be inspected annually. Insured boilers are ordinarily exempt from departmental inspection and are inspected by inspectors of boiler insurance companies. As before, such inspectors must hold certificates of competency issued by the Department of Labour. An insurance company is required to send a copy of each report of its boiler inspectors to the Chief (Government) Inspector. As before, boiler insurance companies may be required by the Chief Inspector to furnish him with information as to the persons carrying insurance on boilers or pressure vessels in the province.

Several new safety provisions were added. One of these states that, when inspecting

a boiler or pressure vessel, a government or boiler insurance company inspector may set and seal the safety valves, whereupon no other person may alter the setting of a valve or tamper with the seal without obtaining the consent of a departmental inspector.

The Act also forbids the making of repairs or alterations which may affect the working pressure of a boiler or pressure vessel without the authorization of the Chief Inspector.

The powers of the inspector are now explicitly set out in the Act. If an inspector has reason to believe that a boiler is in an unsafe condition, he is authorized to prohibit its operation until it is made safe and approved by an inspector. The powers of the inspector include the authority to investigate accidents.

A further new section requires the reporting of accidents. Any explosion causing damage to a boiler or pressure vessel must be reported to the Chief Inspector by telephone or telegraph immediately, and a written report of the accident must be sent within 24 hours, giving specific particulars.

A new feature of the Act is that it now sets out the qualifications required for inspectors' certificates of competency. To qualify as Government inspector or boiler inspector for an insurance company, a candidate is required to

1. hold a valid certificate issued by the National Board of Boiler and Pressure Vessel Inspectors; or

2. have had 10 years' experience in a plant of more than 600 h.p. and hold a first class stationary engineer's licence; or

3. have passed the Boiler Inspectors' Examination prescribed by the Chief Inspector, and have had at least five years' experience in designing, constructing, installing or operating plants of more than 600 h.p.; or

4. hold a boiler inspector's certificate issued in any other province, and have had at least five years' experience as under 3.

Any candidate meeting the necessary requirements may be issued a certificate of competency.

Newfoundland

Subject to certain exclusions, the Newfoundland Act applies to all boilers, pressure vessels and pressure plants within or subject to the legislative authority of the province. Various types of plants (steam plants, hoisting plants, traction plants, compressed gas plants and refrigeration plants) are no longer specifically listed in the Act. Boiler, pressure vessel and pressure plant are defined in more general terms than in the former Act.

As before, boilers used solely for heating purposes in residential buildings occupied by not more than four families, and boilers, pressure vessels and plants of less than a specified capacity are exempted from the Act. Refrigeration systems having a capacity of five tons or less of refrigeration are now excluded. Previously, those having a capacity of less than three tons of refrigeration in 24 hours were outside the Act.

Boilers, pressure vessels or pressure plants used in the operation of a mine subject to the Regulations of Mines Act, and pressure vessels or shipping containers used in connection with a vehicle subject to the Highway Traffic Act are exempted.

Also excluded are: (1) a boiler connected to an open-type hot water heating system; (2) a pressure vessel operated at a pressure of 15 pounds or less; (3) a pressure vessel having an internal diameter of 24 inches or less used for the storage of hot water for domestic purposes; (4) a pressure vessel having an internal diameter of 24 inches or less containing both liquid and air used exclusively for hydraulic purposes at atmospheric temperatures or used to serve as a cushion in a water-pumping or heating system; and (5) a compressed gas system having a motive rating of $7\frac{1}{2}$ h.p. or less.

In addition to these statutory exemptions, the Act confers on the Lieutenant-Governor in Council power to exempt any boiler, pressure vessel or plant from the operation of the Act or the regulations.

Railway locomotives and boilers subject to the jurisdiction of the Board of Transport Commissioners and boilers subject to inspection under the Canada Shipping Act were omitted from the list of exclusions as being within the legislative authority of Parliament.

As before, no person may be appointed an inspector under the Act unless he holds a certificate of competency of the class prescribed by the regulations. Persons financially interested in the manufacture, distribution or installation, as well as sale, of boilers or related equipment are barred from appointment as inspectors.

Inspectors are charged with the duty of inspecting each boiler, pressure vessel or plant in their territory "once in every year or more or less frequently on instructions from the Chief Inspector". As before, an inspector must inspect "forthwith" any boiler which he has reason to believe is unsafe, and the Act now stipulates that he must do so whether or not he has received instructions from the Chief Inspector and whether or not the boiler is in an area assigned to him.

The duties of an inspector in making an inspection are practically the same as in the previous Act, with the addition of a provision requiring him to satisfy himself that each welder employed in the welding of a boiler holds a certificate of competency.

A further section sets out in orderly fashion the powers of the inspector, first enumerating the things which the inspector may himself do, and, secondly, the things which he may require an owner to do.

Powers of the inspector do not differ materially from those set out in the previous Act. In certain circumstances, however, the inspector is permitted to act on his own authority rather than at the direction of the Chief Inspector.

Acting on the instructions of the Chief Inspector, an inspector may cancel an inspection certificate or certificate of approval if the owner has failed to carry out the inspector's instructions within a reasonable time. Formerly, under unsafe operating conditions, an inspection certificate was cancelled by the Minister.

At the direction of the Chief Inspector and with the Minister's approval, an inspector may shut down and seal a boiler, pressure vessel or pressure plant, the design of which has not been approved or which is being operated without a certificate of inspection or certificate of approval. There was no previous provision for sealing a boiler for these reasons.

As before, however, a boiler may be shut down if, in the inspector's opinion, it is in an unsafe condition or is being operated in a dangerous manner. Previously the inspector could seal the boiler only on the instructions of the Chief Inspector. Under the present Act, he may do so on his own initiative but must immediately notify the Chief Inspector. The Act no longer specifically provides for the shutting down of a boiler which is being operated by persons without the proper certificates.

A new provision authorizes an inspector to require a welder to be re-tested, if he suspects that the welder has lost his proficiency.

An inspector is also authorized to investigate accidents on his own authority or as the Chief Inspector may require. Where, in his opinion, there are not sufficient persons employed for the safe operation of a plant, he may require the owner to engage additional engineers and other persons. He may also require an owner to engage engineers to supervise a plant in which steam-driven machinery is operated but in which steam is not generated for the operation of the plant. In such instances, the

owner was previously required to act if directed to do so by the Chief Inspector.

A section enabling an inspector to require an owner to replace any person engaged in the operation of a plant contrary to the Act was omitted.

Section 8 deals with the duties and responsibilities of an owner of a boiler, pressure vessel or pressure plant. Subsection (1) states that an owner "shall not cause or permit" specified action to be taken; subsection (3) sets out various duties which the owner is required to perform. However, the responsibilities of an owner are not modified to any great extent by the new Act. The owner is forbidden to cause or permit a boiler or pressure vessel to be operated unless a certificate of inspection or certificate of approval is in force, or, except with the Chief Inspector's written permission, after the expiry date specified on the certificate. He may not require any person to do any welding on a boiler unless the welding is required by an inspector or authorized by the Chief Inspector and is performed by a welder who holds a certificate of competency.

The owner is required to notify the Chief Inspector before a boiler, pressure vessel or pressure plant is installed and on completion of the installation. Formerly, a person installing a high pressure boiler was required to notify the Chief Inspector and obtain his permission in writing.

On the request of the Chief Inspector, the owner is required to supply him with the names of the chief engineers, shift engineers and firemen employed by him, together with the index number, class and date of issue of the certificate held by each. He is also obliged to furnish the Chief Inspector with the same information regarding any new engineer or fireman whom he engages, and to notify the Chief Inspector when an engineer or fireman leaves his employ.

As before, certificates of plant registration and engineers' and firemen's certificates of competency are issued by the Minister.

Provision is now made for welders' certificates of competency. Like the certificates already mentioned, welders' certificates are issued by the Minister on the recommendation of the Chief Inspector or the Board of Examiners (see below). Upon due cause being shown and on the recommendation of the board or the Chief Inspector, the Minister may cancel, suspend or recall any certificate issued by him and prescribe conditions upon which it may be renewed or restored.

Certificates of inspection are now to be issued by the Chief Inspector rather than

the Minister. In addition to certificates of inspection, the Act authorizes the issue by the Chief Inspector of certificates of approval. Such a certificate is *prima facie* evidence of the affidavit of the manufacturer of a new boiler or pressure vessel and authorizes the operation of a boiler or pressure vessel until an inspector's next regular visit. Such certificates were provided for in a 1953 amendment to the Act with respect to a boiler or pressure vessel of a registered design which was built and shop inspected outside Newfoundland.

The Chief Inspector is authorized to extend the date of expiration of a certificate of inspection where he is satisfied that exceptional circumstances exist and that an extension would not be inconsistent with safe practice.

Provision is now made in the Act for a Board of Examiners, consisting of the Chief Inspector as chairman and two other members, to examine candidates for engineers' or firemen's certificates and to advise the Minister and perform other duties in connection with the issue of certificates of competency and certificates of plant registration.

The Act now also provides for the appointment of an advisory committee, as in Alberta. The committee is to consist of an officer of the Department of Labour, other than an inspector, a representative of manufacturers of boiler equipment, a representative of the owners of such equipment, and two engineers holding first class certificates and actively engaged in the operation of boilers or pressure vessels. The advisory committee is to assist and advise the Minister with respect to appeals, which are now provided for, and any other matters relating to the administration of the Act.

Persons dissatisfied with an inspection or with a decision or order made under the Act or regulations are given the right to appeal to the Minister, within one month or such further time as the Minister may allow, and a procedure is laid down for the conduct of such appeals. The Minister's decision on the matter, which may be given either without a hearing or after he or the advisory committee has heard the appeal, is final and he may order such costs to be paid as he deems just.

Subject to the Act and regulations and the approval of the Minister, the Chief Inspector is authorized to adopt by reference, and inspectors must enforce, the whole or any provisions of any code or standards. Previously, the Lieutenant-Governor in Council was authorized to make regulations adopting, with or without modifications, any relevant codes, rules or standards.

As before, the classes of certificates of competency to be held by engineers and others employed in the operation of a pressure plant, and the requirements to be met by candidates for such certificates are to be dealt with by regulations. The new Act gives the Lieutenant-Governor in Council wider scope in the making of regulations, setting out in greater detail the subjects which may be dealt with by order in council.

No change was made in the penalties provided for offences under the Act, except that a person who does welding without being the holder of a certificate of proficiency is made liable on summary conviction to a fine of up to \$50 for each offence. The same penalty may be imposed for operating a boiler, pressure vessel or plant without a proper certificate.

The Act is to go into force on proclamation.

British Columbia

Amendments to the British Columbia Act were of a minor nature. The Act requires a person who installs a boiler to notify the Chief Inspector before the plant is put into operation. A new provision states that no person may begin the installation or alteration of a low-pressure boiler plant until he has obtained a permit from the Chief Inspector.

A change was also made in respect to the duties which a boiler operator Class A is permitted to perform. A boiler operator Class A is now qualified to take charge of a high-pressure steam boiler, used for heating purposes only, of up to 100 h.p. (formerly, 50 h.p.), and he may, as before, take charge of a low-pressure steam heating plant not exceeding 200 h.p.

Another provision relates to the performance by an engineer in charge of a high-pressure steam plant of other duties not connected with its operation. Previously, the Act placed an obligation on the engineer not to attend to other duties which might endanger the safety of the plant.

The section, as revised, makes an inspector the judge as to whether the performance of the duties might endanger the safety of the plant, and places an obligation on the owner not to require or permit the engineer to engage in any work considered by the inspector as liable to endanger safety.

Mines

The Saskatchewan Mineral Resources Act was replaced, and a new clause added stating that one of the purposes of the Act is to promote safety in mines and mining operations. The Lieutenant-Governor in

Council was authorized to make regulations covering, among other matters, the safety and welfare of persons engaged in mining.

Minor amendments designed to promote safety were made to the mining Acts of several other provinces.

Additional safety requirements were added to the Ontario Mining Act. The amending Act adds the rule that, in open pits or quarries where the extent of the operation makes a shouted warning before blasting ineffective, warning must be given by siren or its equivalent in an approved manner.

The Act also makes provision for stopping traffic on public roads affected by blasting, and requires a record to be maintained of the particulars of blasting in rock quarries.

Other amendments amplify the section which lists the warning equipment required for locomotives and other vehicles and lay down rules for its use. Provision is made for safety stations, wherever there is both pedestrian traffic and trackless haulage, unless there is a total minimum clearance of at least seven feet. New provisions set compulsory standards for conveyor belts.

An amendment to the Nova Scotia Mines Act enlarges the scope of the duties of electrical inspectors to include inspection of electrical equipment in all mines and quarries. Previously, electrical inspectors were authorized to inspect only mines subject to the Coal Mines Regulation Act. The Metalliferous Mines and Quarries Regulation Act was amended to provide that, where the operation of a mine involves shaft sinking to a depth of more than 20 feet, adit work of more than 100 feet or the use of more than 100 h.p., the owner is required to engage a professional engineer in a position of responsibility, either at the mine property or in a regular consulting capacity.

An amendment to the Manitoba Mines Act empowers the Oil and Natural Gas Conservation Board to take steps to remove any hazard to life or health, if an oil or gas well is being operated in contravention of the Act.

Radiation Hazards

In Ontario, a new clause was added to the Public Health Act authorizing the Minister of Health, with the approval of the Lieutenant-Governor in Council, to make regulations regulating, restricting or prohibiting the installation, use, movement, handling, maintenance, storage or disposal of sources of ionizing radiation used otherwise than in commerce or industry, or any class of them.

Health of Employees in Work Camps

Other amendments were made to the Ontario Public Health Act with respect to medical and hospital care of workmen in lumber, mining and other camps in districts without municipal organization. These amendments were made in consequence of the introduction of the provincial system of hospital insurance under the Hospital Services Commission Act.

Regulations of the Minister of Health governing the provision of medical care for employees in work camps are no longer to provide for the erection of hospitals or for the establishment by employers of any general scheme or arrangement for hospital care of employees. The Minister may, however, make regulations, subject to the approval of the Lieutenant-Governor in Council, respecting any scheme or arrangement for hospital care of employees who are not residents as defined by the regulations under the Hospital Services Commission Act, and who are not entitled to receive insured services under a hospitalization plan administered by the government of another province.

Such a scheme must provide for hospital care as long as medically necessary for a period not exceeding 90 days, whether the employee is hospitalized in Ontario or elsewhere in Canada.

Where an employer has established a scheme for non-resident employees, he may deduct monthly from such workmen's wages the amount of the monthly premium payable by a single person under the Hospital Services Commission Act.

As before, an employer who has established a scheme or made a contract with a qualified physician under which the employer is responsible for the medical and surgical care of his employees for a period not exceeding 30 days in respect of each illness may deduct the amount prescribed by the regulations, but not exceeding \$1.50 per month, from the wages of each employee.

Miscellaneous

In Alberta, legislation was enacted to divide the Department of Industries and Labour into two separate departments—a

Department of Industry and Development and a Department of Labour. The Speech from the Throne said this action would be taken "having regard to the tremendous increase in industrial activity during the past decade and recognizing the marked increase in the number of industrial workers".

The Manitoba Department of Labour Act was amended to provide for the appointment of an Examiner to travel throughout the province and conduct hearings on behalf of the Manitoba Labour Board. Previously, complainants were required to go to Winnipeg to present their cases to the Board.

The Manitoba Winter Employment Act was amended to permit the "winter months" during which municipal winter works projects might be undertaken to be extended by regulation beyond the month of April. Under this authority, a regulation was issued naming May as a winter month for the purposes of the Act.

In Quebec, an Act respecting municipal loans with regard to unemployment was enacted, enabling municipalities to take advantage of federal assistance in winter employment projects during the period from December 5, 1958 to May 2, 1959.

In New Brunswick, the Seasonal Employment Act provided for the establishment of an advisory committee, consisting of not fewer than three and not more than seven persons representing labour, management and government, to study the employment situation in the province and to co-ordinate seasonal employment programs carried on by public authorities and private enterprises. The committee may also initiate studies of seasonal employment trends and perform other duties as the Minister of Labour may prescribe. Under this authority, an Advisory Committee on Seasonal Employment has been appointed, with the Deputy Minister of Labour as chairman.

An amendment to the Quebec Cities and Towns Act gives a municipal council authority to require employees of a grocery or butcher shop to undergo an annual medical examination. Municipal councils were already empowered to impose this requirement on hotel and restaurant employees.

Family Allowance Payments Total \$40,986,939 in September

In September 1959 family allowances distributed amounted to \$40,986,939 compared with \$39,640,028 in September 1958.

The average allowance for each child was \$6.68 in September 1959 compared with \$6.68 in the same month of 1958. Each family received an average of \$16.23 in 1959 and \$16.12 a year earlier.

The number of families receiving the allowance in September 1959 was 2,524,936; in that month in 1958 it was 2,458,377.

Allowances were paid for 6,132,533 children in September 1959 compared with 5,936,285 in September 1958.

Legal Decisions Affecting Labour

Two British Columbia decisions deal with restraint of picketing by injunction

Ontario county court has ruled on right to notice on termination of employment

In the Supreme Court of British Columbia an injunction restraining a printers' union from picketing was dissolved on the grounds that the circumstances in which irreparable damage might be apprehended no longer existed. In another application before a county judge, after the coming into force of the Trade-unions Act, an injunction restraining picketing of a lumber company was continued on the ground that the company had ceased to be the employer.

In an Ontario division court case a woman hired for an indefinite period and paid weekly on an hourly basis was awarded damages when her employment was terminated without notice.

British Columbia Supreme Court...

...dissolves *ex parte* injunction against union on the grounds that emergency had ceased to exist

On March 3, 1959, Mr. Justice Macfarlane of the British Columbia Supreme Court dissolved an *ex parte* interlocutory injunction restraining picketing by a printers' union. He held that if there is no longer danger of immediate damage, the *ex parte* injunction should not be continued, especially where it would affect an undoubted right of employees to strike.

The following were the circumstances of the dispute, as reported in the reasons for judgment.

A collective agreement between Evergreen Press Ltd. and Local 226 of the Vancouver Typographical Union expired on May 31, 1958. A conciliation officer appointed in July by the Minister of Labour failed to bring about an agreement and recommended the appointment of a conciliation board. The main obstacle to reaching the agreement with the company was that the unions involved could not agree on jurisdiction. A board of conciliation was appointed in August; the meeting of the board on September 16 failed to settle the dispute.

Some time prior to this, the Amalgamated Lithographers of America, Local 44, and its members, who were employees of the plaintiff company and of three other firms involved in the conciliation proceedings, had commenced action against Local 226 of the Typographical Union, the defendant union in the case at bar. On September 23, 1958, Local 44 obtained an injunction

restraining Local 226 from entering into or carrying on collective bargaining with the employers concerned regarding certain categories of workers.

On November 13, 1958, the employees belonging to Local 226 took a strike vote and voted in favour of a strike.

On January 23, 1959, Local 44 of the Amalgamated Lithographers obtained an amendment to the injunction previously granted on September 23 restraining Local 226 of the Typographical Union from picketing the premises of any of the employers and from causing a nuisance adjacent to their premises and from other acts of interference until the trial or until Local 226 would give the Court an undertaking that the union would not enter into a collective agreement covering the workers doing paste-up work or performing any lithographic offset production work.

Picketing of the company's premises, which began on January 23, 1959, was discontinued until January 30, the day after the order amending the injunction was issued. Pickets continued to watch the premises on February 2 and 3, when the undertaking above referred to was given. In the afternoon of February 4, the pickets re-appeared at the premises. On February 9, some trucks refused to load and complete delivery of material to the plaintiff company because of interference with the drivers.

On February 10, Mr. Justice Macfarlane granted *ex parte* an interlocutory injunction against picketing of the company's premises.

After the granting of this interlocutory injunction, Local 226 of the Typographical Union moved that the injunction be dissolved or varied.

Local 226 claimed that the affidavits did not disclose (a) that there was an emergency permitting the order to be made *ex parte*; (b) any evidence that the conduct of the defendants was unlawful; or (c) the irreparable damage which the company claimed to have suffered and to continue to suffer.

At the hearing, counsel for the union submitted also that:

1. The essence of the claim for the injunction was damages to be recovered in a representative action. As, however, an action for damages, the union claimed, would not lie against representative defendants,

the whole relief claimed was for injunction. Where an injunction is the whole relief claimed, an interlocutory injunction which would dispose of the whole matter could not be granted.

2. The terms of the injunction order, which included among the parties enjoined "all persons acting with knowledge of this order" who were not parties to the action, should be excluded and the order varied accordingly.

As to whether an action for damages would lie against representative defendants, Mr. Justice Macfarlane was of the opinion that claims for damages could be pursued in an action for damages against several or representative defendants. He relied in this respect on the judgment of Mr. Justice Clyde in *Kuzych v. White*, (1952) 4 D.L.R. 681 with reference to the interpretation placed on *Supreme Court Rules* (B.C.) O. XVI, r. 9.

Dealing with the union's contention that there was no emergency justifying an *ex parte* injunction, and that union's conduct was not unlawful, Mr. Justice Macfarlane noted that an emergency means an occasion when by sudden action immediate or irreparable damage is being done or apprehended. The element of time is a factor in consideration of whether an emergency exists. As to the argument that the conduct of the union was lawful, Mr. Justice Macfarlane pointed out that the evidence of the superintendents of the cartage companies would support both trespass and nuisance. The union argued that if the breach of the contract is brought about by the decision of the drivers not to cross the picket lines, that that was not evidence of procuring a breach of contract by the pickets. Mr. Justice Macfarlane was of the opinion that the evidence presented pointed to intimidation and was sufficient to justify a temporary injunction order.

The next argument the court dealt with was that the available evidence did not show fully and explicitly or at all the nature of the irreparable damage which the company claimed had been suffered.

The evidence showed that the company was under contract to deliver by March 1 the new telephone directory for Greater Vancouver. Failure to complete this contract in time, the company claimed, would expose the company to an action for damages for a breach of contract. As the period in which the immediate and apprehended damage might have arisen was about to expire or had already expired, Mr. Justice Macfarlane held that the necessity for continuing the injunction on that score had disappeared.

Next, Mr. Justice Macfarlane considered the relationship between the injunctions in other actions (already referred to) and the action of the defendant union. Local 226 claimed that the strike and picketing had nothing to do with the jurisdictional dispute, while the company's contention was that the only reason for the strike was to force the employer, notwithstanding the direction of the Labour Relations Board and the undertaking given, to employ its members to do the work given by the Board to the members of the Lithographers. Further, the company contended that the refusal by the union to discuss its demands would support the company's contention; consequently the injunction was rightly granted and should be continued.

The question was whether, if the company's claim was true, one should hold that the strike was unlawful as being in contravention of the undertaking given by the union in other actions referred to above.

If the purpose or object of the strike was, on the part of the union, to impose the employment of its members against the members of the Lithographers, then, in the opinion of Mr. Justice Macfarlane, the strike was unlawful. Referring to the *Aristocratic Restaurants* case and to other cases, he found it difficult to distinguish between what was the purpose and what was the extraneous object of the defendant union. To obtain an interim injunction the applicant has to show that he has a case to be tried and not that his position is incontestable. However, in view of the fact that the period in which the irreparable damage would be done had expired, Mr. Justice Macfarlane came to the conclusion that the injunction should not be continued, at least in its actual form. The continuation of the injunction would, in his opinion, more likely affect the right of the employees to strike, which is a right that is conceded to be theirs. Consequently, he set aside the injunction that he previously granted, leaving the plaintiff company to apply again on fresh grounds if the activities of the picketers were such as to amount to trespass or nuisance or any unlawful act. *Evergreen Press Ltd. v. Vancouver Typographical Union Local 226 et al*, (1959) 18 D.L.R. (2d) p. 401.

County Court in British Columbia...

...grants interim injunction against picketing of lumber company because strike notice not valid

On June 30, 1959, Mr. Justice Dawson of the West Kootenay County Court, Nelson, B.C., allowed an application for an interlocutory injunction prohibiting picketing by an International Woodworkers of America local on the basis that the

strike notice was not valid and therefore the picketing was illegal and should be restrained. On July 20, 1959, the same judge dismissed an application to dissolve the injunction and upheld the original order.

The circumstances of the dispute, as related in the reasons for judgment, were as follows.

Local 1-405 of the International Woodworkers of America was certified in August 1958 as a bargaining agent of the employees of Goloff Lumber Company. However, no collective bargaining agreement was reached and a report of a conciliation board was rejected by the Company. On April 27, 1959, a strike vote was taken, the result being in favour of a strike.

A notice of intention to strike, dated May 19, 1959, was sent to the plaintiff.

Meanwhile, according to the plaintiff, he closed his logging camp in January 1959 and since that time had not employed any men.

However, on May 17, 1959, he entered into a contract with Tomilin providing for Tomilin as an independent contractor to operate the business using the Goloff company's equipment. The contract also stipulated that Goloff would make the deductions for workmen's compensation and unemployment insurance from the payroll provided by Tomilin.

The union argued that the contract with Tomilin was a sham one contrived to deprive the union of its bargaining rights and that the plaintiff continued to be the actual employer instead of Tomilin.

The Court, however, was of the opinion that the evidence was not conclusive enough to impugn the contract between Goloff and Tomilin. Consequently, Mr. Justice Dawson accepted the contract as valid and *bona fide*, and under the contract the employees were the employees of Tomilin.

Further, the union argued that even if the contract was *bona fide*, it did not deprive the union of the right to picket in a legal strike against the plaintiff Goloff. To support this contention, the union relied on the judgment of the B.C. Court of Appeal in *Becker Construction Company v. United Association*, 26 W.W.R. at p. 231 (L.G., Dec. 1958, p. 1406). However, Mr. Justice Dawson was of the opinion that the facts and circumstances of the *Becker* case were different and that that judgment could not be an authority in the dispute under consideration.

A further submission by the union was that the right to picket the plaintiff's premises following a legal strike was continued by reason of Section 12 (11) of the Labour Relations Act. This section deals

with the procedure of certification of a union as a bargaining agent of a unit of employees, and provides that notwithstanding that a business or part of a business is leased, sold or transferred, the purchaser, the lessee or the transferee should be bound by all proceedings under the Act before the date of the sale, lease or transfer.

The union argued that under this section the union, having a legal strike against the Goloff company and with it the right to picket, was entitled to continue the picketing of the plaintiff's premises despite the contract which he had made with Tomilin.

Mr. Justice Dawson did not accept this submission. In his opinion Tomilin was an independent contractor and could hardly be held to come within the ambit of the words of the section as a purchaser, lessee or transferee.

Counsel for the plaintiff submitted that the strike against the plaintiff was not a legal strike. Section 3 (1) of the Trade-unions Act gives the right, where a strike is not illegal, for the union to picket an employer's business, operations or employment, but Section 3 (2) limits picketing to a strike that is legal under the Labour Relations Act. The right, then, to picket wholly depends upon whether or not the strike is legal within the requirements of the statute.

Counsel for the plaintiff submitted that the strike was not legal because the notice of strike dated May 19, 1959 said that the union "may take strike action after forty-eight hours has elapsed from the time that this notice was given". Section 50 (2) (b) of the Labour Relations Act provides that no employee shall strike until the employer is given written notice that the employees are going to strike and 48 hours have elapsed from the time such notice was given.

In the case of *Reg. v. J. H. McRae Company Ltd.*, 27 W.W.R., use of the word "may" instead of the statutory words "is going to" was held not to be merely an irregularity that could be cured under Section 70 of the Act. It was held there that the word "may" left the question indefinite and that the notice was invalid. Accepting the reasoning of the *McRae* case, Mr. Justice Dawson held that the notice given on May 19, 1959 was also invalid.

Consequently, the strike against the plaintiff was not a legal strike within the statutory requirements because a valid notice had not been given.

Picketing being prohibited except in the case of a legal strike, Mr. Justice Dawson held that the picketing in question was not legal picketing and should be enjoined. The interlocutory injunction was granted.

After this decision, the union gave a new and valid notice of the strike to the plaintiff in accordance with the Act and then applied for the dissolution of the interlocutory injunction granted on June 30, 1959. The application was directed to Mr. Justice Dawson, who had previously granted the interlocutory injunction.

The hearing of the application took place on July 20. Since the union had disposed of the objection taken to the validity of the strike notice it remained to be decided whether the injunction was properly granted on the other remaining issues.

The new evidence produced by the union consisted of the production of certain photostat copies of cheques dated June 23, 1959, paid to certain wage earners under the Tomilin contract, signed by Goloff.

Also, the union alleged that he did not pay holiday pay on his alleged closing down in January 1959.

On the basis of this latter evidence, the union argued that if Goloff actually ceased to be an employer of labour in January, he was then required to pay holiday pay and that the fact that he did not do so should have been taken as proof that the employment was not terminated.

Goloff in his affidavit had given a sworn explanation of his failure, which seemed to Mr. Justice Dawson quite reasonable, and therefore in his opinion no valid inference was to be drawn from his default that the relationship of employer and employee continued after that time by reason of such default.

As to the issue of the cheques of June 23, 1959, the plaintiff had sworn that the cheques were delivered pursuant to Tomilin's payroll records with wage statements attached and so constituted advances to Tomilin. In view of these circumstances, Mr. Justice Dawson could not accept that by reason of the issue of these cheques the plaintiff had made himself or declared himself to be the employer of the men to whom the cheques had been issued.

Finally, the union raised a new issue. Referring to the plaintiff's application to the Labour Relations Board for a de-certification of the union for the unit of the Goloff Lumber Company, the union claimed that by this application the plaintiff had ousted the jurisdiction of the Court to deal with these issues and particularly the issue as to whether the plaintiff was an employer within the meaning of the Labour Relations Act. The union relied in this respect on Section 65 of the Act.

Mr. Justice Dawson rejected this claim. In his opinion, if the Legislature had intended to impinge upon the jurisdiction

of the Courts in matters which were *sub judice*, such an intention would be expressed in clear words.

In summing up, Mr. Justice Dawson noted that the defendant union had successfully disposed of the objection to the notice to strike by sending a correct notice and the strike was legal. Now the Court had to decide whether, apart from that issue, the plaintiff was properly entitled to the injunction that was previously granted. He found that no new material evidence had been added which would cause him to vary the opinions which he previously expressed. His ruling was that the plaintiff was entitled to the interlocutory injunction previously granted and the application to dissolve the injunction had to be dismissed. *Goloff v. Local 1-405, International Woodworkers of America*, C.C.H. Canadian Labour Law Reporter, Para. 15, 236; Para. 15, 237.

Ontario Division Court...

...rules employee paid by the week is entitled to a week's notice on termination of employment

In the County of York 8th Division Court on July 7, 1959, Mr. Justice McDough awarded damages to an employee who, hired for an indefinite period and paid weekly on an hourly basis, was dismissed without notice, holding that such an employee was entitled to one week's notice.

The plaintiff, Althea McGregor, was hired by McCulloch of Canada Ltd., on September 29, 1958, at which time she was told that there would be a three-month probationary period and that automatic increases would be contingent upon satisfactory work performance.

After having received two wage increases, the plaintiff was dismissed without notice on January 16, 1959, whereupon she made a claim for damages.

On examining the evidence, the judge found that, when hired, the plaintiff had not been told that she could be dismissed without notice. There was, he said, nothing to show that it was the practice of the defendant company to dismiss employees such as the plaintiff without notice or that the claimant was aware of the practice, nor was there any evidence that the plaintiff had been dismissed for cause.

Accordingly, the judge decided that, having been hired for an indefinite period and paid on a weekly basis, the plaintiff was entitled to a week's notice and awarded her the amount claimed, together with costs. *Althea McGregor and McCulloch of Canada Ltd., County of York 8th Division Court, July 7, 1959 C.C.H. Canadian Labour Law Reporter, Para. 15, 238.*

Recent Regulations under Provincial Legislation

British Columbia order raises minimum wages of elevator operators and starters
Alberta revises its apprenticeship regulations for the radio technician trade

In British Columbia, a new minimum wage order set a minimum wage of 75 cents an hour for elevator operators.

In Alberta, revised apprenticeship regulations for the radio technician trade provide that preference will be given to applicants who have completed Grade XI with a "B" standing in Mathematics 20 and Science 20 and increase the term of apprenticeship from three to four years.

In Nova Scotia, the split-shift provision was deleted from the women's minimum wage orders.

Other regulations deal with procedures for conducting government-supervised pre-strike and pre-lockout votes in British Columbia; safety standards for aerial tramways, ski tows, inclined passenger lifts and gas-burning appliances in Alberta; and sanitary standards and medical services in work camps in Ontario.

Alberta Apprenticeship Act

The Alberta Apprenticeship Board recently revised its regulations for the radio technician trade, the principal changes being in the provisions respecting eligibility, term of apprenticeship and quotas.

The minimum age of entry is 16 years, as under the Act. No minimum educational standard is set but preference will now be given to applicants who have completed at least Grade XI with a "B" standing in Mathematics 20 and Science 20. Candidates who have not the required standing may become eligible on the recommendation of the Local Advisory Committee and the approval of the Director after passing an appropriate examination.

The term of apprenticeship has been increased from three to four years, including the three-month probationary period. As is customary in most trades, time-credits will be given to persons with previous experience in the trade or who have completed approved vocational or technical courses.

The ratio of apprentices to journeymen in any establishment is now one to one instead of one to two. As before, an employer who employs one journeyman or who is himself a journeyman is permitted one apprentice. The provincial quota has been dropped.

The minimum wage rates have been amended to conform with the change in the term of apprenticeship. The minimum

payable during the first 12 months of registered employment is 50 per cent of the prevailing journeyman's wage, increasing by 10 per cent every 12 months following successful completion of the years technical training. Formerly, the minimum for an apprentice radio technician was 40 per cent of a first class journeyman's wage during the first six months with automatic increases of 10 per cent every six months until the fifth and sixth six-month periods, when the rates increased by 5 per cent.

Alberta Factories Act

Aerial tramways, chair lifts, ski tows and rope tows, and inclined passenger lifts were declared to be factories within the meaning of the Factories Act by proclamation, gazetted August 15, under the section of the Act that permits the Lieutenant-Governor in Council to include structures or premises within the definition of a "factory".

Regulations governing the construction, operation and inspection of aerial tramways, chair lifts, ski tows and rope tows were gazetted as Alta. Reg. 264/59, effective September 1, 1959. Those governing the construction, operation, maintenance and inspection of inclined passenger lifts were gazetted as Alta. Reg. 267/59 and apply to installations made after August 5, 1959.

In both cases, the regulations require that before construction is begun, plans and specifications for the installation must be endorsed by a professional engineer and submitted by the owner for approval to the Factories Branch of the Department of Labour.

Aerial Tramways and Ski Tows

Aerial tramway and ski tow installations must be inspected by the Factories Branch on completion of construction, before operation, and annually afterwards. Provision is also made for daily inspection by the operator and for weekly and annual inspection by the owner. The owner is responsible for adequate maintenance.

Detailed general regulations set out operational safety requirements.

Inclined Passenger Lifts

The regulations governing inclined passenger lifts set out detailed safety provisions with respect to runway enclosures, landing enclosures, enclosure clearances, machine rooms, machine supports and factors of

safety, car clearance, counterweight clearance, landing doors or gates, landing sills, guide rails, car enclosure, car safeties, car speed governors, machines, terminal stopping and safety devices, operation and control of lifts, limits of speed for lifts, rope requirements, fastening car and counterweight ends of ropes, rope tags and buffers.

All electrical equipment must comply with the requirements of C.S.A. Canadian Electrical Code, Part 1.

Every new or altered installation must be tested on completion under the supervision of Department of Labour inspectors, whose clearance must be obtained before the equipment is put into regular service. Every installation must be inspected annually by the Department of Labour, and repairs or tests made as the Inspector directs.

Owners are responsible for maintaining equipment in a safe condition.

Inspectors are empowered to order any changes, improvements or repairs that may be necessary, even though the condition concerned is not specifically covered by the regulations.

Alberta Gas Protection Act

Alta. Reg. 637/57 (L.G. 1958, p. 411) was further amended by Alta. Reg. 266/59, gazetted August 15.

The amendment adds new sections relating to approval of gas burning appliances and equipment; high altitude deration of natural gas and liquefied petroleum gas appliances; and manual shut-off valves.

The new regulations require that natural gas and liquefied petroleum gas appliances and equipment must be of approved design and material and have a nameplate or label confirming approval or certification by a recognized testing agency.

Gas appliances must conform to C.S.A. B. 150 Specifications, if available; otherwise, the specifications of other standards organizations or the requirements of a testing agency may be recognized.

Appliances and equipment will be accepted if examined and tested, and approved or certified by the Canadian Standards Association, the Canadian Gas Association, the Underwriters' Laboratories of Canada or the Provincial Gas Protection Branch.

Effective May 1, 1960, certain specified gas appliances must be derated 10 per cent below sea level rating, and other appliances suitably derated if overfiring occurs due to high altitude conditions.

Gas appliances supplied with a control must have a manually operated appliance shut-off, other than the shut-off required

by the C.S.A. B. 149 Installation Code, downstream from all other controls.

British Columbia Labour Relations Act

Regulations under the British Columbia Labour Relations Act prescribing rules for conducting a government-supervised pre-strike or pre-lockout vote were gazetted on July 23 as B.C. Reg. 244/59.

Under the Act it is mandatory for a trade union or an employer's organization to take a vote by secret ballot before declaring a strike or lockout. If requested by either party, the Minister of Labour must appoint some person to supervise the vote.

The procedures laid down in the regulations are similar to those under the elections laws. The person selected by the Minister to supervise the vote must fix the date and time for the election, draw up a voters' list and appoint a returning officer.

The latter in turn must appoint the necessary assistants, invite both parties to appoint a scrutineer and perform the other duties usually expected of a returning officer.

The usual precautions must be taken to ensure an honest and secret vote.

British Columbia Male and Female Minimum Wage Acts

The British Columbia Board of Industrial Relations recently revised its minimum wage order for elevator operators and starters, establishing a minimum wage of 75 cents an hour effective September 1. The new order (B.C. Reg. 257/59) replaces a 1949 order which set a minimum wage of \$18 a week for operators who worked 37½ hours or more a week and of 50 cents an hour for those on a shorter work week.

In line with the usual practice, the order provides for some variations of the 75-cents-an-hour minimum wage. With the approval of the Board, a handicapped or part-time employee may be paid less than the prescribed minimum, provided he does not receive less than the rate specified in the permit. Also, all employees must be paid time and one-half their regular rate for all hours worked in excess of eight in the day or 44 in the week except where hours have been varied or exemptions granted in accordance with the exceptions provided for in the Hours of Work Act.

The daily guarantee provision again applies, subject to the usual qualifications.

Instead of placing a ceiling on charges for board and lodging as formerly, the new order expressly forbids an employer from requiring an employee, as a condition of employment, to partake of meals or to make use of lodging provided by him. However,

if the employee voluntarily accepts the services provided, the Board may, if it considers the meals inadequate, the accommodation unsuitable or the charges excessive, send the employer a notice informing him of the facts and prohibiting further deductions except under the conditions specified in the notice.

As previously, elevator operators and starters must be given a 32-hour rest period each week, which in exceptional cases may be varied by the Board upon the joint application of the employer and the employee. If it considers it necessary for the welfare of the employee, the Board may, as before, require the employer to furnish the operator with a seat or chair while on duty.

The order also contains the usual provisions respecting semi-monthly pay, the posting of orders and schedules and the keeping of employee registers and wage and hour records.

Nova Scotia Women's Minimum Wage Act

In Nova Scotia, the provision requiring split shifts to be confined to a 12-hour period immediately following commencement of work has been deleted from the general female minimum wage order, the order for female beauty parlour employees and the order governing women in the fishing industry. The amendments were approved by the Governor in Council on June 19 and gazetted on July 8.

Ontario Public Health Act

Amendments to the regulations under the Ontario Public Health Act regarding sanitary standards and medical services in work camps in territorial districts were gazetted on August 8 as O. Reg. 155/59 and O. Reg. 156/59.

Sanitary Standards

A new provision with respect to construction standards provides that in buildings where employees sleep or eat the interior of walls must be lined with a smooth-surfaced material.

The use of double-tiered bunks has been prohibited and employers are now required to supply sheets and pillow cases as well as mattresses and blankets. As before, the employer is required to maintain all bedding in a clean and sanitary condition.

Instead of requiring the employer to provide at least one tub or shower for bathing purposes, the regulations now state that showers or other means satisfactory to the Inspector must be provided.

Medical Services

The main effect of the amendments to the rules regarding medical services is to ensure hospital care for employees in work camps who do not have the residence requirements to qualify for hospital benefits under the Ontario Hospital Services Commission Act and who are not entitled to receive insured services under another provincial hospitalization plan.

Saskatchewan Factories Act

In Saskatchewan, potash mines were brought under the Factories Act by a proclamation gazetted on August 23. This extension in coverage was considered necessary as the result of the establishment last year of a potash mining and refining plant in the Saskatoon area, the first of its kind in Canada. Work was also started on a second plant.

Housing Starts in First Half of 1959 Down from Last Year

In the first six months of 1959 starts of new dwellings in Canada were fewer in number than in the same period last year, according to the Dominion Bureau of Statistics. There was little change in the number of completions between the two periods.

A decrease to 59,074 from 73,201 units was recorded in the January-June starts for all Canada this year, compared with the same period in 1958. Most of the decline in starts was in the second quarter, when they fell to 42,709 from 55,413 units.

For the first half of 1959, completions numbered 56,551, compared with 58,308 units in 1958, of which 31,854 against 31,993 were reported in the second quarter.

The number of units under construction at June 30 this year was 81,654. The revised figure for dwellings under construction at June 30, 1958 is 87,142, although the two figures are not strictly comparable because of a change to a new sample survey for areas outside centres with a population of 5,000 or more.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Claimants for benefit in July were down 25 per cent from year earlier, initial claims down 22 per cent, and renewal claims down 33 per cent, statistics* show

Claimants† for unemployment insurance benefit numbered 225,900 on July 31, up 2 per cent over June 30 but 25 per cent below the number on July 31, 1958. The month-to-month increase in claimants is associated with the closing of plants for annual holidays, for inventory taking and model change-over; and with industrial disputes, particularly on the West Coast.

The number of initial and renewal claims for benefit in July was 122,300. This represented an increase of 14 per cent compared with June but a decrease of 27 per cent compared with July 1958. Initial claims, numbering 71,600, were up compared with June but 22 per cent below those of July 1958. The number of renewal claims in July was lower than in June and was 33 per cent under last year's total for July.

The number of male claimants increased by 3 per cent since June 30, but was 31 per cent below that of July 31, 1958. Female claimants increased by 1 per cent during the month but were 11 per cent fewer than in July 1958.

The average weekly number of beneficiaries was 164,800 for July, in comparison with 197,000 for June and 294,800 for July 1958.

The average weekly benefit payment was \$20.04 in July, \$20.95 in June and \$20.67 in July 1958.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for July show that insurance books or contribution cards have been issued to 4,230,282 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1959.

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

At July 31 employers registered numbered 321,728, an increase of 2,652 since June 30.

Enforcement Statistics

During July 1959 investigations conducted by enforcement officers across Canada numbered 5,943. Of these, 4,213 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 105 were miscellaneous investigations. The remaining 1,625 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 226 cases, 107 against employers and 119 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,166.*

Unemployment Insurance Fund

Revenue in July totalled \$21,791,667.44 compared with \$19,406,132.90 in June and \$22,552,462.00 in July 1958. Benefits paid in July totalled \$14,587,217.11 compared with \$18,101,353.40 in June and \$26,782,089.93 in July 1958. The balance in the fund on July 31 was \$441,357,140.97; on June 30 it was \$434,152,690.64 and on July 31, 1958, \$640,291,006.61.

*These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1662, August 17, 1959

Summary of the Main Facts: The claimant, married, 30 years of age, filed a renewal application for benefit at the office of the Unemployment Insurance Commission in Guelph, Ont., on October 27, 1958, and was registered for employment as a wire cutter. She had worked as such for the Federal Wire and Cable Company Limited in Guelph from January 20, 1944 to March 28, 1958. She gave the following explanation for her separation from that job: "Laid off. Had baby September 9, 1958". Her rate of pay was \$1.44 an hour. The claim was allowed.

As her benefit period expired on November 15, 1958, she filed a second initial claim on November 18, 1958, and it was allowed for seasonal benefit.

On January 21, 1959, the claimant was notified of an offer of continuing employment as a winder with Fiberglas Canada Limited in Guelph at a wage of \$1.16 an hour (day work) and \$1.26 an hour (night work). The prevailing rate of pay in the district for that type of work was reported to be \$1.16 an hour. The hours of work were eight a day and 40 a week, day and night shift. The claimant's reasons for refusing to apply for the employment were as follows:

I have been a member of United Steelworkers' Union for fourteen years. I don't feel I should have to take a job under any other Union when there are other Steelworks Union in the city.

Also I am hoping to be called back to Federal Wire when they get busy.

The local office stated that the Fiberglas Canada Limited was willing to train applicants.

The insurance officer disqualified the claimant from receipt of benefit for the period January 18, 1959 to February 28, 1959, because, in his opinion, she had, without good cause, refused to apply for a situation in suitable employment (section 59 (1) (a) of the Act). He also disqualified her from January 18, 1959 on the ground that she had failed to prove she was available for work in that she was waiting to be recalled by her former employer (section 54 (2) (a) of the Act).

On February 5, 1959, the following information was obtained from the Personnel

Manager of the Federal Wire and Cable Company Limited:

(The claimant) was not laid off by Federal Wire, but "quit" her job on the 28 March, 1958, on account of pregnancy, and took all of her benefits from the Company.

(The claimant) will not be recalled by the Federal Wire & Cable Co. Ltd., as they are reducing the number of female employees, rather than employing them.

On behalf of the claimant, the United Steelworkers of America appealed to a board of referees on February 9, 1959, and stated in part:

The claimant has been a member of our Union for 14 years and Sections 60-2 and 61 of the Unemployment Insurance Act provide that no person can be disqualified for refusing to surrender their union membership.

There are more plants in the Steelworkers' Union than any other union in town. There is no reason why this claimant should be directed out of her union's jurisdiction.

The claimant and her union representative appeared before a board of referees in Kitchener, Ont., on March 10, 1959. The board, by a majority decision, dismissed the appeal on both counts. In reaching this decision, the majority of the board held that the claimant was not available for work and that it had not been proved to its satisfaction that she would have lost her membership in the United Steelworkers of America if she had accepted employment at Fiberglas of Canada Limited.

The dissenting member of the board also referred to section 61 of the Act in respect to the claimant's case. He was of the opinion that inasmuch as she had been on claim for only three months, and as there "are numerous branches of her union in Guelph" and, having been a member of the union for 14 years, she should have been given a longer period of time to secure employment in her own line of work.

The United Steelworkers of America appealed to the Umpire, mainly on the grounds that the majority members of the board did not give due consideration to section 61 of the Act. The appeal reads in part:

The claimant has been an active member of Local 3021, United Steelworkers of America for more than 14 years. She has held committee positions in the union and has gone through two strikes totalling 26 weeks. This has resulted in better wages and working conditions.

With her being a strong supporter of the United Steelworkers, she felt (and we agree) that she should not be directed to the Textile Workers Union jurisdiction, particularly when

members of the Textile Workers Union are unemployed and were not offered this position. There are more plants with the Steelworkers Union in Guelph than any other union and we see no reason why work should not be found for her in her own union's jurisdiction.

If she takes work in the jurisdiction of another union, she naturally has to become a member of the union servicing the new employment and no person can honour an oath of obligation to two different organizations.

The Act would appear quite clear under Section 61, "Not withstanding anything in the Act," etc.

It is true she has been back in the employment field for some three months since her baby was born. We are naturally watching the employment situation at the plant she was formerly employed in with a view to having her return as soon as the employment situation justifies additional help. She has not been offered any work in her union's jurisdiction by the placement officer.

We cannot agree with the position of one of the Board members, that Section 61 of the Act, if applied, would entitle a person to collect unemployment insurance forever. The period for collecting is well controlled by the Act and in no event can any person collect for more than a few months.

We are somewhat alarmed at the manner in which Section 61 is treated. It would appear to be very specific that freedom of choice of union membership is protected in the Act but not in the administration of the Act by insurance officers.

If insurance officers are allowed to ignore this section of the Act, it then can be left to their discretion as to which unions prosper and which unions have their membership depleted...

Freedom of association is protected only under Section 61 and we feel this section must be held to just as rigidly as it is stated in the Act...

The interested union also requested an oral hearing before the Umpire, which was held in Toronto, Ont., on June 25, 1959. The claimant was represented by F. J. White of the Guelph Labour Council, and the Unemployment Insurance Commission by F. G. Power, L. Schroeder, General Representative of the Canadian Labour Congress, of Kitchener, Ont., and J. K. McLeod, Placement Officer at the Guelph local office, also attended the hearing.

Considerations and Conclusions: To sum up the appeal and the observations made by the appellant's representative at the hearing before me, the union's only contention is that the claimant should not have been disqualified from receiving benefit by reason of her having refused to accept the employment offered to her on January 21, 1959, as by accepting it she would have lost the right to refrain from becoming a member of the "Textile Workers' Union" and also the right to continue to be a member of and to observe the lawful rules of the United Steelworkers of America.

There is absolutely no proof in the record, however, that the claimant would have been compelled to become a member of any union of workers if she had accepted the employment offered at Fiberglas Canada Limited on January 21, 1959, and because of the prevalence of check-off clauses in labour bargaining agreements, the absence of such evidence is not surprising. There is no proof either that the constitution of the United Steelworkers of America contains a rule that the claimant's acceptance of the employment offered would have entailed the loss of her right to continue to be a member of and to observe the lawful rules of the latter-mentioned union, and neither should this occasion surprise as there is no suggestion that the "Textile Workers' Union" is a subversive organization or in any way objectionable on the ground of public order.

Consequently, the appellant has failed to prove its contention that the claimant's refusal of the employment offered to her on January 21, 1959, came within the purview of section 61 of the Act. Neither has the appellant adduced other evidence that such employment was unsuitable nor that she had refused it with good cause. Under given circumstances, it is proper to allow a claimant a reasonable period of time to secure employment with his former employer or employers in whose plants his union has "jurisdiction"; but in the present case the claimant's period of unemployment is so extensive that she no longer could exercise any choice in the matter. The union's appeal, therefore, must fail on that point. As to section 60 (2), which is mentioned in the appeal to the board of referees and was not raised before me, I need only say that it obviously does not apply in the present case.

As regards the question of the claimant's availability for work from January 18, 1959, the records show that the insurance officer disqualified her, in effect, on the grounds that as of then she was confining her acceptance of employment to Federal Wire and Cable Company Limited in Guelph and until such time as she would be recalled for work by that company. There is no evidence in the records, however, that the claimant in fact restricted her availability to that extent. In effect, in my opinion, she simply expressed a preference to resume work at Fiberglas Canada Limited or to secure employment with employers where her union was the bargaining agent.

Inasmuch as availability for work is primarily a question of fact and for the purposes of the Act a question of degree, it is difficult indeed to determine the extent,

if any, to which the claimant's qualified restriction as to availability was material in the present case. There are in the records, however, certain facts which the appellant has not explained to my satisfaction. Without taking into account the six weeks before and the six weeks after the date of her confinement, the claimant had been unemployed for almost seven months when she refused suitable employment on January 21, 1959, and, although her union's contention is that "We see no reason why work should not be found in her own union's jurisdiction," there is not a word of explanation as to why the claimant, who had been an active member of the union "for more than 14 years" and had held responsible positions therein, was unable to find, through her own efforts and those of her union, work "in her own union's jurisdiction" during this long period of time, particularly as there allegedly "are more plants with the Steelworkers union in Guelph than any other union".

Under those circumstances, I consider that the claimant has failed to discharge the onus of proving that she was available for work within the meaning of section 54 (2) (a) of the Act, during the period in question.

The union's appeal is therefore dismissed on both counts.

Decision CUB-1672, August 25, 1959

(Translation)

Summary of the Main Facts: The claimant, married, 41 years of age, who resides at Danville, Que., filed an initial claim for benefit on January 7, 1959. He stated at the time that he had worked as an upholsterer for Megantic Furniture, at Megantic Lake, Que., from February 1955 to August 1958. He registered for work as an upholsterer and gave the following reason for separation from his employment:

I left my job in August to start on my own account, but at present I only work about one day a week. I only work when there are repairs to be made but generally I remain in my shop from 9 till 11.30; from 2 to 3 hours, 5 days a week.

On January 21, 1959, the claimant reported to the local office that he had worked seven hours during the week of January 4 and had made a net profit of \$11 and that during the week of January 11 he had worked eleven hours and made \$14.

On January 23, 1959, the insurance officer disqualified the claimant as of January 4, 1959, being of the opinion that the claimant had failed to prove that he was unemployed since that date as he was in business on his own account (sections

54 (1) of the Act and 154 (1) and (2) of the Unemployment Insurance Regulations).

In his comments, the insurance officer noted it was obvious that the claimant had set up his business with a view to making it a full-time occupation and nothing in the record indicated that at the time of his claim for benefit that situation had changed or that the claimant intended to cease such work for an indefinite period.

On February 2, 1959, the claimant appealed to a board of referees. In his appeal, he stated that he had decided for the winter months to open his business to the public one day only per week and that for the past few weeks he had kept it open a few hours a day but in fact had only worked approximately seven to ten hours a week, with returns of \$9 to \$13 a week. He added that he was at all times available for work.

In further comment, the insurance officer pointed out that since the claimant had decided to open his shop to the public one day a week, this meant that he intended to continue his business and there was no question of his abandoning this work.

On March 7, 1959, the claimant wrote a long letter to the local office, which he ends by stating that if he must sell his shop he is willing to do so, and that he always declared himself available since the date of his claim.

The board of referees met at Sherbrooke, Que., on March 11, 1959. The claimant was not present at the hearing of his appeal. The members of the board unanimously upheld the decision of the insurance officer.

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire on March 20, 1959. In his appeal, he stated that when he reported to the local office on January 7, 1959, he had "thought of dropping everything" to accept employment, which proved that he had no work. He added that he was willing to sell his business, as mentioned in a previous letter to the local office, but that buyers were scarce and that he could not "get rid" of this employment on his own account before having found a buyer.

Considerations and Conclusions: The facts as presented in the record of this appeal indicate that beginning with the month of August 1958, the claimant gave his whole time to his business and operated it as if it were his principal means of livelihood.

However, according to the evidence, in January 1959, the claimant went to his shop for only a few hours a day, five days a week and, on the 7th of the same month, he registered at the local office for full-time

employment in his usual occupation of upholsterer. Subsequently, on February 2, he further stated that his decision to that effect was "for the winter months" and he added that he opened or would open his shop only one day a week during that period. Under the circumstances, the claimant should, in my opinion, be considered as unemployed as of the week beginning January 4, 1959, according to the following provisions of subsection (2) of section 154 of the Unemployment Insurance Regulations:

Where the self-employment, business engagement or employment of a claimant described in subsection (1) is so minor in extent that a person would not, under the circumstances, normally follow it as a principal means of livelihood, the claimant shall in respect thereto be considered as unemployed for the purposes of the Act and these Regulations.

In view of the recency of the preceding provisions of the Regulations, which had been in effect only since November 30, 1958, and in the absence therefore of other sources, the insurance officer and the board of referees followed the jurisprudence established in relation to obsolete provisions of the Act and the Regulations. Such a practice was not without danger, especially in this case, since the provisions in question had been completely revised. Thus, subsection (4) of former section 158 of the Regulations reads as follows:

(4) Any person, the nature of whose employment or self-employment is such that it would not prevent him from accepting full-time employment in a particular week, shall not be considered to have worked a full working week in that employment.

We can accordingly appreciate that the test of availability for an additional full-time employment "in a particular week", a test which seems to have been the basis of the old provision, no longer exists as a condition for unemployment status under the new Regulation, such status, in its essence, now depending, apparently, on the amount of time that a person engaged in business on his own account, etc., spends in the operation of the business; and the criterion now established in this respect, that is, the provision with respect to principal means of livelihood, apparently requiring that the part-time or short-time work or operation be more than a passing or casual occurrence.

If the availability of the particular person is no longer the test for his unemployment status, that person must prove nevertheless that he is available notwithstanding his deemed state of unemployment. In this case, for example, if the claimant had clearly indicated his intention not to accept employment elsewhere as an upholsterer unless such employment permitted him to attend his shop at certain hours during the ordinary working hours of an upholsterer, I would not hesitate to disqualify him under section 54 (2) (a) of the Act as being not available. But he does not seem to have done so, and since the question was not raised at any time, I am willing to grant him the benefit of the doubt in this respect.

I therefore conclude that the claimant must be considered as unemployed and available as of the week beginning on January 4, 1959.

The claimant's appeal is allowed.

Fewer on Strike, Less Time Lost in August than July

There were 47 work stoppages in Canada in August involving 38,656 workers and 667,960 man-days, compared with 42 stoppages in July involving 41,417 workers and 685,505 man-days (*see* Tables G-1 to G-4 at back of book).

Almost 92 per cent of the time lost in August resulted from disputes in British Columbia involving logging and sawmill operations and fishermen and shore workers. Together these work stoppages affected 33,700 workers and had a combined duration of 613,900 man-days. All the work stoppages were in industries under provincial jurisdiction.

There were 20 stoppages in manufacturing; 10 in construction; 4 in trade; 3 in logging; 3 in mining; 3 in transportation, storage and communications; 2 in service industries; 1 in fishing and 1 in public utilities.

Based on the number of non-agricultural wage and salary workers in Canada, the number of man-days lost in August represented 0.63 per cent of the estimated working time, compared with 0.65 in July and 0.25 in August of last year.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during August

Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 236 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 210 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	50	\$243,003.00
Post Office	17	154,762.43
RCMP	2	5,470.00
Transport	1	103,430.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during August

During August the sum of \$5,444.97 was collected from 11 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount has been or will be distributed to the 170 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during August

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Nappan N S: R K Chappell Construction Ltd, construction of dam, including quarrying & delivery of rock, Project NS 109. *Winnipeg Man:* Lord & Burnham Co Ltd, construction of greenhouse, Dept of Agriculture, University of Manitoba. *Indian Head Sask:* Steelcon Ltd, supply & erection of prefabricated service shed, Experimental Farm; Boehme Construction Co, extension to steel implement shed, Forest Nursery Station. *Lacombe Alta:* Van Vliet Construction Co, construction of three Beef Cattle Wintering Barns, Experimental Farm. *Manyberries Alta:* Oland Construction (1959) Ltd, construction of recreation centre & meeting room, Experimental Farm. *Whitehorse Y T:* 918 Construction, construction of two farm cottages, Experimental Farm.

Central Mortgage and Housing Corporation

Gander Nfld: Sidney Burry, *exterior painting of houses (DOT 3/54). *Gagetown N B:* Kew Gardens Nprseries Ltd, site improvement & planting (Job 60/54). *Montreal North Que:* W Collin Reg'd, exterior painting of houses. *Ottawa Ont:* A Geo Linke, *painting of lounge & connecting rooms, Laurentian Terrace. *Petawawa Ont:* M Sullivan & Son Ltd, construction of school (DND 15/58); Kew Gardens Nurseries Ltd, site improvement & planting (DND 6/53A, 10/55 & 12/57). *Toronto Ont:* Godson Contracting Co, construction of hard surfaced areas, Regent Park South (FP 1/53). *Waterloo Ont:* Imperial Paving Co, *construction of asphalt driveways. *Windsor Ont:* C C Schaum, site improvement & planting (FP 4/58).

Department of Citizenship and Immigration

Shubenacadie Indian Agency N S: Tasco Sheet Metal & Roofing Co Ltd, installation of new kitchen cabinets & counters, Shubenacadie IRS. *Seven Islands Indian Agency Que:* Andre A Pelletier, painting & structural work, Seven Islands IRS. *Caradoc Indian Agency Ont:* Quinny Construction Ltd, installation of pumphouse & water supply system for Mount Elgin IDS. *Kenora Indian Agency Ont:* Paul G Wallin Ltd, extension & painting of Kenora Agency Office, also supply & installation of new heating & electrical system & associated work. *Nakina Indian Agency Ont:* Hakala Construction, erection of one classroom Indian day school at Collins. *Six Nations Indian Agency Ont:* Donald Telfer, plumbing additions & alterations, Six Nations No 2 day school. *Clandeboyne Indian Agency Man:* Bird Construction Co Ltd, repairs & painting, Assiniboia IRS. *Fisher River Indian Agency Man:* Nathan Broadsky, road construction, Lake St Martin Reserve. *Norway House Indian Agency Man:* Lauze Construction, installation of mechanical refrigeration for root house, Cross Lake IRS. *The Pas Indian Agency Man:* Lauze Construction, installation of mechanical refrigeration for root house, Guy IRS. *Edmonton*

Indian Agency Alta: Van Vliet Construction Co Ltd, repairs & alterations to interior & exterior of Edmonton IRS. *Peigan Indian Agency Alta:* Trale Construction Ltd, road construction, Peigan Reserve; Foothills Lumber Co Ltd, installation of culvert, Peigan Reserve. *Cowichan Indian Agency B C:* Whitticks Mechanical Contractors Ltd, boiler improvements, Kuper Island IRS. *Kwawkwalth Indian Agency B C:* Broadway Refrigeration & Air Conditioning Co Ltd, installation of deep freeze, Alert Bay IRS. *Stuart Lake Indian Agency B C:* Blair Iron Works Ltd, installation of fire escapes, Lejac IRS; Moore Electric, improvements to laundry facilities, Lejac IRS. *Vancouver Indian Agency B C:* Halverson, Moretto & Eckersley, construction of eight houses, Cheakamus Indian Reserve, Aikwucks Indian Reserve & Stawamus Indian Reserve. *West Coast Indian Agency B C:* Turner Contracting Co Ltd, improvements to laundry & plumbing facilities, Alberni IRS. *Williams Lake Indian Agency B C:* Ocean Park Plumbing & Heating Ltd, plumbing improvements & redecorating, Cariboo IRS.

Defence Construction (1951) Limited

Goose Bay Labrador: Dickson-Larkey Ltd, repairs to POL dock & pipelines, RCAF Station. *Halifax N S:* Standard Construction Co Ltd, extension to boiler shop bldg 105, HMC Dockyard. *Sydney N S:* L G & M H Smith, repairs to main wharf, Point Edward Naval Base; Stephens Construction Ltd, general repairs to nurses' residence, Point Edward Naval Base; The Ellis Don Ltd, construction of reinforced concrete reservoir & installation of water main, Point Edward Naval Base. *St Hubert Que:* Richards-Wilcox Canadian Co Ltd, mechanization of hangar doors in hangar 12, RCAF Station. *Camp Borden Ont:* Ontario Power Line Construction Co Ltd, supply & installation of off-peak water heater control in PMQs. *Moosonee Ont:* Temiskaming Construction Ltd, clearing, grubbing, brushing & drainage, RCAF Station. *Ottawa Ont:* Dibblee Construction Co Ltd, paving & patching of roads, Defence Research Telecommunications Establishment, Shirley Bay. *Trenton Ont:* Nadrofsky Steel Erecting Ltd, alterations to hangars 7 & 8, RCAF Station; H J McFarland Construction Co Ltd, construction of water & sewer services, taxi strips & parking areas & landscaping & electrical distribution system, RCAF Station. *Uplands Ont:* Foster Wheeler Ltd, *supply & installation of overfire air system for steam generation units, RCAF Station; North Shore Construction Co Ltd, construction of roads, walks & parking areas, RCAF Station; Marine Industries Ltd, *manufacture & installation of wind tunnel control valve, high speed wind tunnel, NAE. *Prince Albert Sask:* Asphalt Services Ltd, landscaping & asphalt surfacing, DRTE Radar Laboratory. *Namao Alta:* W C Wells Construction Co Ltd, supply & erection of prefabricated post office bldg, including services, RCAF Station. *Ralston Alta:* Nick Zeller Construction Co Ltd, crushing & stockpiling of gravel, Suffield Experimental Station. *Charlie Lake B C:* Columbia Bitulithic Ltd, construction & paving of approximately 31 miles of Alaska Highway & related work.

Building and Maintenance

Bagotville Que: J J Riverin Ltee, repairs & replacement of concrete aprons & repairs to concrete runways, RCAF Station. *Trenton Ont:* W A Moffatt Co, re-roofing four bldgs, No 6 Repair Depot. *Camp Shilo Man:* Durall Ltd, installation of ventilating system for two bldgs; Swanson Construction Co Ltd, grading & paving, Boulogne Road. *Portage la Prairie Man:* Maple Leaf Construction Ltd, repair & sand seal of overshoot areas, RCAF Station. *Winnipeg Man:* Oswald Decorating Co, exterior painting of 197 PMQs, Fort Osborne Barracks. *Penhold Alta:* Wm Clark Roofing & Building Supplies Ltd, supply & installation of cedar grain asbestos cement shingles & repainting trim of 6 hangars, RCAF Station. *Ralston Alta:* Stober & Maerz Construction, repairing curbs & sidewalks, Suffield Experimental Station. *Comox B C:* Sorenson Construction Co Ltd, surface drainage improvements, RCAF Station. *Vancouver B C:* J T Devlin, exterior painting of five hangars. *Northwest Highway System Y T:* Neville's Painting & Decorating Ltd, repainting of Hyland River Bridge & Teslin River Bridge. *Whitehorse Y T:* McCready-Campbell Ltd, replacement of built-up roof on bldg No 200, Camp Takhini.

Department of Defence Production

Summerside P E I: Boudreau Sheet Metal Works Ltd, replacement of built-up roofing, flashing, deck, insulation, etc, on bldg 48, RCAF Station; Forbes & Sloat Ltd, paving road from Second St to No 5 Hangar & addition to aprons at Hangars No 1 & No 2, RCAF Station; J Rawek, exterior painting of 58 PMQs, RCAF Station. *Beaverbank N S:* Municipal Spraying & Contracting Ltd, laying hot mix asphalt, RCAF Station. *Cornwallis N S:* M L Foster, exterior painting of various bldgs, HMCS Cornwallis.

Greenwood N S: Fred T Cleveland, interior painting of PMQs, RCAF Station. *Halifax N S*: Fundy Construction Co Ltd, renewal of roof shingles & tar & gravel roofing on Admiral's Residence, Lorne Terrace; L E Powell & Co Ltd, repairing quay wall, Section E, HMC Dockyard. *Chatham N B*: Byron H MacDonald, interior decorating of Barrack Block No 54 with fire retardent paint, RCAF Station. *Moncton N B*: W R McLaughlin, construction of Inflammable Stores Bldg, HMCS *Coverdale*. *St Sylvestre Que*: Alidor Bergeron, paving of parking areas, RCAF Station. *Seven Islands Que*: Yvon Paradis, repainting of 18 houses, RCAF Station, Moisie. *Valcartier Que*: Michaud & Simard Inc, application of asphaltic pavement on prepared base for roads & paths, CARDE. *Falconbridge Ont*: Chisnell Ganton Ltd, replacement of sewer between manholes in front of PMQs 61 & 64, RCAF Station; Walker Painting & Decorating Co Ltd, repainting interior of 26 PMQs & refinishing floors of two houses, RCAF Station. *Gananoque Ont*: Sunnyday Contractors Ltd, repairs to Armoury Bldg 236. *Hagersville Ont*: Black Top Paving Co, repairing asphalt roads. *Rockcliffe Ont*: O'Leary's (1956) Ltd, laying of hot mix asphaltic concrete, RCAF Station; J C Robinson & Sons Ltd, supply & installation of air conditioning system in Colour Section of Bldg No 2, RCAF Station. *Trenton Ont*: Miron-Lassing & Associates Ltd, construction of concrete block wall & partition, RCAF Station. *Uplands Ont*: H J MacFarland Construction Co Ltd, grading & paving of road, RCAF Station. *Moose Jaw Sask*: Asphalt Services Ltd, application of sand seal coat to roads & parking areas, RCAF Station. *Cold Lake Alta*: City Construction Co Ltd, widening, paving & re-ditching road to Armament Area, RCAF Station. *Bissel & Calder Alta*: Mac & Mac Steeplejack Ltd, painting of steel towers, steel masts & wooden antennae poles at Signal Stations. *Edmonton Alta*: Everall Engineering Ltd, repairing asphalt roads at RCAF Station, Namao, No 7 Supply Depot & RCAF Station, Kingsway. *Calgary Alta*: McDonald Granite Co, application of ceramic tile to walls of kitchen in bldg No B 5, Currie Barracks. *Comox B C*: Cochrane Fuel & Trucking Ltd, application of hot mix asphaltic concrete, RCAF Station.

National Harbours Board

Montreal Que: Darling Bros Ltd, supply & installation of new passenger elevators to replace existing obsolete elevators at Grain Elevators B1 & 2, Montreal Harbour; Frost Steel & Wire Co (Quebec) Ltd, relocation of chain link fence at Jacques Cartier Barracks, Montreal Harbour.

Department of Public Works

Fortune Nfld: Wm A Trask Ltd, construction of shed. *St John's Nfld*: Cape Horn Construction Co Ltd, demolition of bldgs & wharves (CNR freight shed). *Miminegash: P E I*: Ralph Ford, extension to south breakwater. *East Ship Harbour N S*: Naugle Sand & Gravel Co Ltd, wharf repairs. *Falls Point N S*: B & M Comeau Construction Co Ltd, wharf repairs. *Gunning Cove N S*: Mosher & Rawding Ltd, wharf reconstruction. *Half Island Cove N S*: Rayner Construction Ltd, construction of talus. *Ketch Harbour N S*: Mosher & Rawding Ltd, breakwater repairs. *Lower Prospect N S*: Colin R MacDonald Ltd, construction of wharf. *Parrsboro N S*: McCully & Soy Ltd, construction of vessel bed. *Peggy's Cove N S*: Colin R MacDonald Ltd, wharf repairs. *St Peter's N S*: Alex A Morrison, construction of RCMP detachment quarters. *Stewiacke N S*: Valley Plumbing & Heating Ltd, alterations to mechanical installation, RCMP detachment quarters. *Fredericton N B*: Ashfield Construction Co Ltd, installation of new water system, Dominion Experimental Farm. *Fundy National Park N B*: Atlas Construction Co Ltd, paving & seal coating—Point Wolf Road & Herring Cove Road. *Little Shippigan N B*: Comeau & Savoie Construction Ltd, wharf repairs. *Saint John (Negro Point) N B*: Atlas Construction Co Ltd, breakwater extension. *Stonehaven N B*: Comeau & Savoie Construction Ltd, breakwater repairs. *Cap aux Meules Que*: Desmond Harvey, breakwater repairs. *Charney Que*: Jacques & Frere Ltd, construction of post office. *Contrecoeur Que*: Telco Materials Ltd, construction of retaining wall. *Montreal Que*: Allied Building Services Ltd, interior cleaning of new National Revenue Bldg; Empire Maintenance Ltd, interior cleaning of UIC Bldg, St Urbain St. *Newport Point Que*: Gulf Construction, harbour improvements. *Portneuf Que*: Rosaire Savard, construction of protection works. *Ste Anne Des Monts Que*: Ungava Trading Inc, construction of protection works. *St Mathias Que*: Sorel Asphalte Ltee, construction of retaining wall. *Tracy Que*: Gordon Wells & Francois Cournoyer, construction of retaining wall. *Trois Rivières (Pointe aux Ormes) Que*: Henri-Louis Martel, construction of wharf. *Burk's Falls Ont*: Cedric A Boyes, wharf improvements. *Dwight Ont*: Ruliff Grass Construction Co Ltd, wharf repairs. *Eighteen Mile*

Island Ont: Bedford Construction Co Ltd, construction of wharf. *Ottawa Ont:* L Beaudoin Construction Co Ltd, repairs to stonework, Parliament Hill Grounds; Hibblee Construction Co Ltd, site development—1958; Tunney's Pasture; Shore & Horwitz Construction Co Ltd, construction of laboratory & workshop bldg, PO Bldgs, Riverside Drive; Ottawa Mechanical Services Ltd, supply & installation of new steam main & related installations & repairs, boiler room, Connaught Bldg, MacKenzie Ave; Turnbull Elevator Co Ltd, modifications to freight elevator doorways, Postal Terminal Bldg, Besserer St. *Petawawa Ont:* Louis Markus & Son Ltd, additions, alterations & furniture, Forest Experimental Station. *Spencerville Ont:* Howard S Clark, construction of post office. *Thessalon Ont:* Geocon Ltd, wharf repairs. *Fisher River Agency Man:* Gertz Construction Ltd, construction of two classroom school & three bedroom staff unit, Lake Manitoba. *Portage la Prairie Indian Agency Man:* R E Turner, construction of duplex residence & single house at Birtle. *Edmonton Alta:* Poole Construction Co Ltd, installation of fire escapes, Charles Camsell Hospital; Van Vliet Construction Co Ltd, repairs to exterior brickwork, Charles Camsell Hospital. *Redwater Alta:* G A Larson, construction of RCMP detachment quarters. *St Paul (Cardston) Alta:* Remington Construction Co Ltd, construction of duplex, Blood Agency. *Campbell River B C:* Fraser River Pile Driving Co Ltd, harbour improvements (floats & wharfheads). *Mission B C:* Fraser River Pile Driving Co Ltd, construction of fishermen's floats. *Nanaimo B C:* Wheatcroft & Son, construction of warehouse, Pacific Biological Station; R & E Crushing & Contracting Co Ltd, paving & landscaping roadway & parking area, Indian Hospital. *Tofino B C:* J H Todd & Sons Ltd, construction of boat harbour (breakwater, approach & floats). *Victoria B C:* J A Pollard Construction, construction of workshop & oil shed, Hydrographic Services. *Williams Lake B C:* Dezell Construction Co Ltd, construction of 6-car garage, Cariboo Indian Agency. *Whitehorse Y T:* Gorham Painting Supplies Ltd, repainting of Government-owned houses; 918 Construction Ltd, construction of double house for RCMP. *Inuvik N W T:* Tower Co Ltd, installation of antenna farm for transmitter site for Dept of National Defence. *Yellowknife N W T:* O I Johnson Construction Ltd, construction of federal housing, 1959-1960, & single staff quarters.

Contracts Containing the General Fair Wage Clause

St John's Nfld: Clem Tremblet, exterior painting & repairs, Bldg 29, Buckmaster's Field; CNR Dockyard, drydock repairs to Dredge No 400. *Drumhead N S:* J P Porter Co Ltd, dredging. *Liverpool N S:* The Steel & Engine Products Ltd, construction & delivery of twin screw diesel tug for use with Dredge No 16. *Pictou N S:* Ferguson Industries Ltd, repairs to Dredge No 129. *Sackville N B:* Howard Estabrookes & Sons, supply & installation of new boiler, Plant Products Bldg. *St George N B:* Nesbitt & Groom, repointing & repairs to masonry, federal bldg. *Saint John (Courtenay Bay) N B:* Harbour Development Ltd, dredging. *Bonaventure Que:* R Gauthier, exterior painting, federal bldg. *Deseronto Ont:* Lightfoot Construction Co, ground improvements, federal bldg. *Kingston Ont:* James Kemp Construction Co, construction of retaining wall, Customs wharf. *Nipigon Harbour Ont:* Huggard Equipment Co Ltd, dredging. *Ottawa Ont:* G Howard Simpkin Ltd, installation of pole line, transformer station, CEF; A Bruce Benson, general alterations, Headerhouse Bldg, CEF; L Beaudoin Construction Ltd, general alterations, Science Service Bldg, CEF; Edge Ltd, installation of new water main, National Research Council Bldg, Sussex Drive; The B Phillips Co Ltd, repairs to ash receiver, Central Heating Plant; Francis & Sons, repairs to heating plant, Central Heating Plant; M Sullivan & Son Ltd, general alterations, Trade & Commerce Bldg; Applied Insulation Co Ltd, supply & installation of new cork ceilings, Food & Drug Bldg, Tunneys Pasture; Edge Ltd, plumbing work, Postal Terminal Bldg; Sam Lampert & Co Ltd, repairs to ventilation system, Testing Laboratory, Riverside Drive; A Lanctot Construction Co, supply & installation of new boiler, 294 Sparks St; Ottawa Iron Works Ltd, general repairs, Justice Bldg; J G Bisson, alterations & construction of new partitions, Daly Bldg; L Beaudoin Construction Ltd, installation of new overhead doors, 20 Lydia St. *Paradise Beach Ont:* Simcoe Dock & Dredging Ltd, dredging. *St Clair River Ont:* Walter Shan, dredging. *Russell Man:* McDowell & Doke Ltd, construction of new roof, public bldg.

Department of Transport

Flowers Island Nfld: Provincial Constructors Ltd, construction of power house, etc, Radio Beacon Station. *Charlottetown P E I:* Curran & Briggs Ltd, additional development of Airport. *Goshen N S:* Arthur E Feltmate, improvements at Copper Lake Aeradio Station. *Halifax N S:* Foundation Maritime Ltd, construction of pumphouse & reservoir, Imhoff tank & sewage disposal bldg, International Airport. *Sherbrooke Que:* La Societe

d'Entreprises Ltee, development of Airport. *White Island Que*: International Underwater Contractors Ltd, underwater repairs & construction of protective concrete ring around foundation of pier at lighthouse. *Fort William Ont*: J E Dagsvik, construction of four vehicle garage, Lakehead Airport; Hacquoil Construction Ltd, construction of taxiway & access road, Lakehead Airport. *Moosonee Ont*: Hudson Bay Freight Forwarding Co Ltd, construction of foundations under two existing bldgs & modifications to bldgs, Radiosonde Station. *North Bay Ont*: J M Fuller Ltd, addition to maintenance garage, Airport. *Oshawa Ont*: J M Fuller Ltd, construction of non-directional beacon bldg. *Toronto (Malton) Ont*: Dufferin Construction Co Ltd, additional development of Airport; Swansea Construction Co Ltd, construction of storm & sub-surface drains for Air Terminal Bldg, International Airport; Ruliff Grass Construction Co Ltd, construction of incinerator bldg & related work at Malton Airport. *Welcome Island Ont*: Klomp Construction, construction of single dwelling & light tower & demolition of existing dwelling. *Oakville to Delta Man*: Claydon & Co Ltd, relocation of radio beacon bldg. *The Pas Man*: Benjamin Bros Ltd, installation of water supply & sewage disposal facilities, Airport. *Prince Albert Sask*: Lamb & Murray, installation of low intensity approach lights on approach 25, Airport. *Saskatoon Sask*: Asphalt Service Ltd, additional development of Airport. *Swift Current Sask*: North West Electric Co Ltd, installation of low intensity approach lights on approach 30, Airport. *Yorkton Sask*: Lamb & Murray, installation of low intensity approach lights on approach 03, Airport. *Bonilla Islet B C*: Stange Construction Co Ltd, construction of three single dwellings, light tower, fog alarm bldg, power house, storage shed, boathouse with boatway & bridge. *Bull Harbour B C*: Quinney & Fuller Construction Ltd, erection of prefabricated dwelling, moving engine exhausts, etc. *Dease Lake B C*: Whitehorse Construction, station improvements. *Sandspit B C*: Moore Electric, construction of non-directional beacon bldg & related work. *Vancouver B C*: Beaver Construction Co Ltd, additional development, Airport. *Cambridge Bay N W T*: Yukon Construction Co Ltd, construction of distribution & communication systems. *Snag Y T*: McCormick Electric Ltd, construction of M I lighting system on runway 17-35; Whitehorse Electric Ltd, construction of transmission line to transmitter & radio range & revisions to distribution, fire alarm & street lighting systems, Airport.

Gross National Product Up 2% in Second Quarter

Canada's gross national product continued to advance in the second quarter of 1959, and was at a seasonally-adjusted annual rate of \$34.7 billion, a gain of 2 per cent over the level of the first quarter, the Dominion Bureau of Statistics has announced.

This most recent advance continues the upswing that was showing increasing vigour in the closing months of 1958, and brought the gross national product in the second quarter of the current year to a level some 7 per cent above the figure for the same period in 1958.

As in the preceding quarter, the second quarter gain in gross national product was represented largely by an increase in the physical volume of goods and services produced. However, final product prices were fractionally higher during the quarter.

Business outlays for new plant and equipment made an important contribution to the rise in gross national product during the second quarter. Both non-residential con-

struction and investment in new machinery and equipment rose above the first quarter by 5 per cent on a seasonally-adjusted basis.

This was the first significant increase in business capital expenditures since the two-year decline that began in the early part of 1957.

Unlike the first quarter, when a large part of the rise in production was concentrated in mining and durable manufacturing, the second quarter's expansion in output, seasonally adjusted, was registered on a broad front. Support continued to come from the service industries but the major part of the over-all gain in real output originated in the goods-producing industries.

The 5-per-cent advance in the volume of goods and services produced in the first half of 1959 was accompanied by a rise in employment amounting to about 2.5 per cent.

Thus, production has risen at about twice the rate of employment over the past year.

New Appointment for Hon. Milton F. Gregg

Hon. Milton F. Gregg, former federal Minister of Labour, has been appointed warden of Medway Hall, the new men's

residence at the University of Western Ontario. Before entering federal politics in 1948, Mr. Gregg was president of the University of New Brunswick.

PRICES AND THE COST OF LIVING

Consumer Price Index, September 1959

Canada's consumer price index (1949=100) advanced 0.6 per cent between August and September, moving from 126.4 to 127.1.* As was the case between July and August, most of the increase was due to a seasonal advance in the food index.

Of the 2.7-per-cent rise in the food component over the last two months, it is estimated that almost all of it was seasonal in nature, and of the 1-per-cent increase in the consumer price index over the two months, approximately 0.8 per cent was seasonal.

Compared with September last year, the fractionally higher position (1.2 per cent) of the current index was accounted for by non-food items, which averaged 2 per cent above September 1958; food prices were just below the level of a year ago.

The food index rose from 120.5 to 122.4 between August and September. Higher prices were reported for beef, eggs, coffee, lettuce, and celery. Tomatoes and potatoes registered declines.

The shelter index was up 0.1 per cent from 141.9 to 142.0. The rent component was unchanged but home-ownership was higher as the result of property tax changes measured in this period.

A fractional increase of 0.1 per cent in the clothing index, from 109.7 to 109.8, resulted largely from further price increases for footwear and somewhat higher prices for piece goods, men's hats, and sweaters.

The household operation index moved from 122.6 to 123.1, an increase of 0.4 per cent. Fractionally higher prices were recorded for coal, some furniture items and household utensils and equipment.

A drop of 0.1 per cent in other commodities and services reflected price decreases on 1959 passenger cars, together with somewhat lower prices for magazine subscriptions, gasoline, and batteries. These price declines more than balanced higher prices for automobile repairs and servicing, street car and bus fares and men's haircuts.

The index one year earlier (September 1958) was 125.6. Group indexes at that time were: food 122.9, shelter 139.4, clothing 109.5, household operation 120.8, and other commodities and services 131.5.

City Consumer Price Indexes, August 1959

Consumer prices indexes (1949=100) were higher in all ten regional cities between July and August.† Increases ranged from 0.2 per cent in both Winnipeg and Edmonton-Calgary to 0.9 per cent in St. John's and Saint John.

Upward movements in the total indexes resulted mainly from higher food indexes, which were up in all ten regional cities, with increases ranging from 0.3 per cent in Winnipeg to 2.9 per cent in Saint John.

Other commodities and services group indexes were up in all regional cities except Edmonton-Calgary, for which it was unchanged. Shelter indexes rose in seven cities, were unchanged in two and declined in one city. Clothing indexes were higher in six cities, unchanged in three and down in Montreal. Household operation indexes also rose in six of the ten regional cities, were unchanged in two cities and down in Ottawa and Toronto.

Regional consumer price index point changes between July and August were as follows: Saint John +1.1 to 128.1; St. John's +1.0 to 116.1;* Halifax +0.9 to 126.4; Saskatoon-Regina +0.8 to 123.5; Montreal +0.7 to 126.9; Toronto +0.7 to 128.8; Ottawa +0.6 to 127.2; Vancouver +0.5 to 127.2; Winnipeg +0.3 to 123.4; Edmonton-Calgary +0.2 to 122.8.

Wholesale Price Index, August 1959

Canada's general wholesale price index (1935-39=100) eased down 0.1 per cent in August to 230.8 from 231.0 in July. Last year's August index was 227.0. Three of the eight major groups were lower while five were higher.

Textile products group index declined 0.5 per cent to 228.7 from 229.8, animal products group index fell 0.4 per cent to 256.1 from 257.1, and non-metallic minerals group index eased to 185.9 from 186.0.

The vegetable products group index rose 0.2 per cent to 199.3 from 199.0, due mainly to higher prices for fresh fruits, vegetable oils and products, and rubber and its products. The increases in the other

†See Table F-2 at back of book.

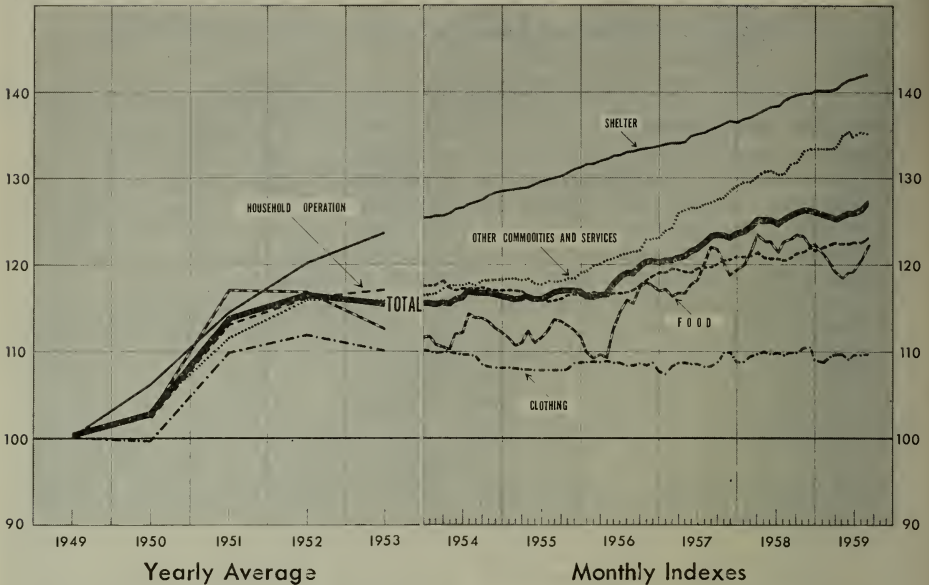
*On base June 1951=100.

*See Table F-1 at back of book.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



groups were negligible: wood products from 304.6 to 304.9, iron products from 255.8 to 255.9, non-ferrous metals and products from 172.8 to 173.0, and chemical products from 187.2 to 187.3.

The index of Canadian farm products prices (1935-39=100) between July and August declined from 222.7 to 221.9. The field products index dropped from 172.6 to 169.0 but the animal products index rose from 272.8 to 274.9.

The residential building materials price index (1949=100) declined 0.2 per cent between July and August, from 130.7 to 130.5. The non-residential building materials price index remained the same at 131.8.

U.S. Consumer Price Index, August 1959

The United States consumer price index (1947-49=100) declined 0.1 per cent between mid-July and mid-August after having risen for four consecutive months. A sharper-than-normal drop in food prices was responsible for the small drop in the total index.

The index dropped from a record 124.9 to 124.8, which is a full point higher than at the beginning of the year.

U.K. Index of Retail Prices, July 1959

The United Kingdom index of retail prices (Jan. 17, 1956=100), which had risen in June after two consecutive declines, dropped again between mid-June and mid-July, from 109.3 to 109.0.

Says Government Should Take Over Industrial Pensions

The federal Government should take over the "whole matter" of pensions so that every worker would be protected in the event that he could not continue in his job for medical or other reasons, Dr. William H. McMillan, Member of Parliament for Welland, told the convention of the International Union of Mine, Mill and Smelter Workers in Toronto in September.

Dr. McMillan said that a company's contributions to its employee pension fund are actually withheld wages and under present pension schemes are included in the cost of production by the company.

Pension vesting, Dr. McMillan noted, would make it easier for a worker over the age of 45 years of age to get a new job since he wouldn't be considered by prospective employers too old to take into their pension schemes.

Under present schemes, said Dr. McMillan, a worker must stay with one firm if he hopes to get a pension on retirement. He thought "such rigid conditions of employment should not prevail".

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 132.

Annual Reports

1. AUSTRALIAN STEVEDORING INDUSTRY AUTHORITY. *Report for the Year ended 30 June 1958*. Canberra, 1959. Pp. 83.

2. CANADA. DEPARTMENT OF LABOUR. CANADIAN VOCATIONAL TRAINING BRANCH. *Report for the Fiscal Year ending March 31, 1958*. Ottawa, Queen's Printer, 1958. Pp. 20.

3. ILLINOIS. DEPARTMENT OF LABOR. DIVISION OF STATISTICS AND RESEARCH. *Annual Report on Compensable Work Injuries, 1957*. Springfield, 1958.

Contents: Pt. 1. Work Injuries reported. Pt. 2. Compensation Claims closed.

4. INDIAN NATIONAL TRADE UNION CONGRESS. *Report, May 1956 to November 1957*. New Delhi, 1958. Pp. 182.

5. U.S. BUREAU OF LABOR STANDARDS. *Annual Digest of State and Federal Labor Legislation, January 1, 1958-December 31, 1958*. Washington, GPO, 1959. Pp. 70.

Arbitration, Industrial

6. U.S. EMERGENCY BOARD (EASTERN AIR LINES, INC., 1958). *Report to the President by the Emergency Board appointed by Executive Order 10749, dated January 21, 1958, pursuant to Section 10 of the Railway Labor Act, as amended, to investigate an Unadjusted Dispute between Eastern Air Lines, inc., a Carrier, and Certain of its Employees represented by the Flight Engineers' International Association, EAL Chapter, a Labor Organization*. NMB case A-5612. E-148. Washington, D.C., July 21, 1958. No. 120. Washington, 1958. Pp. 98.

Signed: David L. Cole, chairman, Saul Wallen, Dudley E. Whiting.

7. U.S. EMERGENCY BOARD (EASTERN AIR LINES, INC., 1958). *Report to the President by the Emergency Board appointed by Executive Order 10750 dated January 28, 1958, pursuant to Section 10 of the Railway Labor Act, as amended, to investigate an Unadjusted Dispute between Eastern Air*

Lines, inc., a Carrier, and Certain of its Employees represented by the Air Lines Pilots Association, International, a Labor Organization. NMA case E-146. Washington, D.C., July 21, 1958. No. 121. Washington, 1958. Pp. 68.

Signed: David L. Cole, chairman, Saul Wallen, Dudley E. Whiting.

Automation

8. TRADE UNION SEMINAR ON THE ECONOMIC AND SOCIAL PROBLEMS RAISED BY CHANGES IN OFFICE TECHNIQUES, VIENNA, 1957. *Trade Union Seminar on the Economic and Social Problems raised by Changes in Office Techniques, Vienna, 24-27 September 1957*; Final Report. EPA Project 175/3. [Paris, Trade Union Research and Information Service, European Productivity Agency, OEEC, 1958?] Pp. 164.

"An examination of the problems arising for the unions concerning employment, wages and working conditions stressed: the need for the unions to have long term information concerning anticipated changes in firms; the need for the constructive and intelligent participation of the unions in preparatory work preceding decisions; the need for adequate guarantees concerning security of employment, help towards vocational re-training and revision of wage rates in keeping with the new skills required."

9. TRADES UNION CONGRESS. *Automation and the Trade Unions*. London, 1956. Pp. 10.

10. U.S. BUREAU OF LABOR STATISTICS. *Automation and Employment Opportunities for Officeworkers; a Report on the Effect of Electronic Computers on Employment of Clerical Workers, with a Special Report on Programmers*. Washington, GPO, 1958. Pp. 14.

"Contains a general discussion of the implications of the use of electronic data-processing equipment for clerical personnel... and discusses in detail one of the new occupations—programmer—which has emerged with the development of automation."

Civil Rights

11. HUMAN RIGHTS ANNIVERSARY COMMITTEE FOR CANADA. *Human Rights, a Programme Guide for Group and Community Action*. Ottawa, 1958. Pp. 47.

The Human Rights Anniversary Committee for Canada was established by twenty-four national organizations to plan special national observance of December 10th, 1958, the tenth anniversary of the signing of the Universal Declaration of Human Rights. This Programme Guide is intended to stimulate group and community programmes on human rights.

12. ROBINSON, NEHEMIAH. *The Universal Declaration of Human Rights; its Origin, Significance, Application, and Interpretation*. New York, Institute of Jewish Affairs, 1958. Pp. 173.

The Universal Declaration of Human Rights was adopted on December 10, 1948, by the General Assembly of the United Nations. The author analyzes the various articles of the Declaration and provides a background of the events leading up to its adoption.

13. UNITED NATIONS. OFFICE OF PUBLIC INFORMATION. *Teaching Human Rights; a Handbook for Teachers*. New York, 1959. Pp. 87.

This pamphlet is declared to help teachers in elementary and secondary schools by providing "current information on the work of the United Nations for human rights and examples of effective programmes of teaching about human rights in various parts of the world."

Civil Service

14. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *The British Civil Service*. London, 1959. Pp. 27.*

15. U.S. CIVIL SERVICE COMMISSION. EMPLOYMENT STATISTICS OFFICE. *Occupations of Federal White-Collar Workers, February 28, 1957*. Washington, GPO, 1958. Pp. 73.

There were more than 500 different white-collar occupations found in the 80 Federal agencies surveyed in February 1957. Includes the following Tables: A. Distribution of full-time white-collar employees by occupation and area, Feb. 28, 1957, and Aug. 31, 1954; B. Occupational distribution of full-time white-collar employees, by agency, continental United States, Feb. 28, 1957; C. Grade distribution and average annual salary of full-time white-collar employees, by occupation, continental United States, Feb. 28, 1957.

Collective Bargaining

16. BLANC-JOUVAN, XAVIER. *Les Rapports Collectifs du Travail aux Etats-Unis*. Pref. de Andre Tunc. Paris, Dalloz, 1957. Pp. 554.

Examination of American labour laws as they touch on collective bargaining.

17. BOUCHARD, MAURICE. *Théorie du Salaire et Conventions Collectives*. Montréal, Faculté des sciences sociales, économiques et politiques, Université de Montréal, 1957. Pp. 329.

Partial Contents: Structures des marchés. Principes des choix collectifs. Analyse économique des décisions syndicales. Incidence économique du pouvoir syndical. Discussion de la convention collective. Fondements économiques du pouvoir syndical.

Disabled—Rehabilitation

18. REDKEY, HENRY. *Rehabilitation Centers Today; a Report on 77 Rehabilitation Centers*, prepared in cooperation with the Conference of Rehabilitation Centers, and

published by the Office of Vocational Rehabilitation. Washington, G.P.O., 1959. Pp. 231.

19. U.S. OFFICE OF VOCATIONAL REHABILITATION. *Casework Performance in Vocational Rehabilitation. Compiled from Proceedings of Guidance, Training, and Placement Workshops*. Edited by Bruce Thomason and Albert M. Barrett. Washington, G.P.O., 1959. Pp. 59.

Education

20. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. *Labor and Education in 1956 and 1957. Reports of the Executive Council and the Second Constitutional Convention of the American Federation of Labor and Congress of Industrial Organizations on Education in 1957*. [Washington, 1958?] Pp. 101.

21. INTER-AFRICAN CONFERENCE ON INDUSTRIAL, COMMERCIAL AND AGRICULTURAL EDUCATION. 2nd, LUANDA, 1957. London, Commission for Technical Co-operation in Africa South of the Sahara, 1958. Pp. 107.

At head of title: Commission for Technical Co-operation in Africa South of the Sahara and Scientific Council for Africa South of the Sahara.

Contains Reports of Committees on Industrial Education, Commercial Education, Agricultural Education, and reports on vocational guidance.

Employees' Benefit Plans

22. AMERICAN ENTERPRISE ASSOCIATION. *Bill Analysis: S. 1122, S. 1813, S. 2137, S. 2175 and Similar House Bills to provide for Registration, Reporting and Disclosure of Certain (Employee) Welfare, Benefit and Pension Plans*. Washington, 1957. Pp. 20.

23. CANADA. BUREAU OF STATISTICS. *Trusted Pension Plans, Financial Statistics, 1957*. Ottawa, Queen's Printer, 1959. Pp. 25.

24. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Group Hospitalization and Medical Insurance Plans in Canadian Manufacturing Industries*. Ottawa, 1958. Pp. 41.

Statistics for this report are drawn from the Annual Survey of Working Conditions conducted by the Economics and Research Branch of the Department of Labour.

25. U.S. BUREAU OF LABOR STATISTICS. *Digest of One Hundred Selected Health and Insurance Plans under Collective Bargaining, Early 1958*. Washington, G.P.O., 1958. Pp. 253.

The following topics are noted with respect to the plans: eligibility requirements, life insurance, accidental death and dismemberment, accident and sickness, hospitalization, surgical, medical, maternity provisions, other benefits, extension of benefits to retired employees and/or their dependents, and financing.

Employment Management

26. KELLOGG, M. GRAHAM. *Preparing the Office Manual*. New York, American Management Association, c1959. Pp. 72.

Outlines various methods used in preparing office service manuals. Describes practices of 134 firms which provide such guides for their employees.

27. MONTREAL. BOARD OF TRADE. EMPLOYEE RELATIONS SECTION. *Merit Rating (Reimbursing Employees according to their Performance); a Panel Discussion, October 30th, 1958... Montreal. Transcript of Proceedings*. [Montreal, 1958?] Pp. 30.

The four speakers in the panel discussion were Mr. A. R. Finlayson, Personnel Supervisor, Canadian Marconi Company; Miss F. M. Richards, Assistant Personnel Officer, Sun Life Assurance Company of Canada; Mr. F. B. Manley, Training Officer, Aluminum Company of Canada Limited; and Mr. Jean Gerin-Lajoie, Representative of the United Steelworkers of America.

28. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Statements of Personnel Policy*, by Geneva Seybold. New York, c1959. Pp. 87.

Explains what "policy" is and the advantages of having company personnel policies. Describes the experiences of four companies which have a definite policy, and outlines some company policies on such matters as absence, discipline, grievances, layoff, vacations, etc.

Grievance Procedures

29. KILLINGSWORTH, CHARLES C. *Grievance Adjudication in Public Employment*. East Lansing, Labor and Industrial Relations Center, Michigan State University, 1958. Pp. 15.

This paper is concerned with one strategic industrial relations problem in public employment: the final disposition of employee grievance which cannot be amicably adjusted.

30. MONTREAL. BOARD OF TRADE. EMPLOYEE RELATIONS SECTION. *The Handling of Grievances; a Panel Discussion, December 4th, 1958... Montreal. Transcript of Proceedings*. Montreal, 1958. Pp. 37.

The four speakers on the Panel were Mr. M. A. Jamieson, Assistant Supervisor of Staff, The Royal Trust Company, Montreal; P. D. MacIntyre, Manager, Industrial Relations, Canadian Allis-Chalmers Limited, Montreal; Professor Roger Chartier, Professor of Industrial Relations, Laval University; and, Henry L. Jean, International Representative, International Union of Electrical, Radio and Machine Workers, AFL-CIO.

Industrial Health

31. EUROPEAN PRODUCTIVITY AGENCY. *Fitting the Job to the Worker; a Survey of American and European Research into Working Conditions in Industry; Heat and Cold, Human Fatigue, Machine Design, Mental Stress, Noise, Physical Health, Speed and Proficiency. Report on a Mission to the United States, 5 Sept.-3 Nov. 1956*

and on the Leyden Seminar, 29 March-3 April 1957. Project no. 335. Paris, 1958. Pp. 170.

The Mission investigated means of improving working conditions in industry.

32. GREAT BRITAIN. FACTORY DEPARTMENT. *Industrial Health; a Report by H. M. Factory Inspectors and Recommendations of the Industrial Health Advisory Committee*. London, HMSO, 1958. Pp. 19.*

This industrial health survey of Halifax, England, an industrial city of 10,000, had as its objectives: (a) the present situation of industrial health in Halifax; (b) what industrial health services were needed in the city; and, how they could best be organized to suit conditions in the city.

33. INTERNATIONAL LABOUR ORGANIZATION. *Organization of Occupational Health Services in Places of Employment*. Fourth item on the agenda. Geneva, 1958-1959. 2 volumes.

At head of title: Report 4 (1)-(2). International Labour Conference. 43rd Session, Geneva, 1959.

Part 1 contains a proposed Recommendation concerning occupational health services in places of employment. Part 2 gives a summary and a brief analysis of the replies of 51 countries, and the proposed text of a convention to be discussed at the 43rd Session of the Conference.

Industrial Relations

34. ASIAN REGIONAL CONFERENCE OF THE INTERNATIONAL LABOUR ORGANIZATION. 4th, NEW DELHI, 1957. COMMITTEE ON LABOUR-MANAGEMENT RELATIONS. *Some Aspects of Labour-Management Relations in Asia; a Summary of the Discussions of the Labour-Management Relations Committee-Fourth Asian Regional Conference, New Delhi, November 1957*. Geneva, International Labour Office, 1958. Pp. 121.

The Committee on Labour-Management Relations was composed of 36 members: 16 Government members, 8 Employees' members and 12 Workers' members.

35. DUNLOP, JOHN THOMAS. *Industrial Relations Systems*. New York, Holt, 1958. Pp. 309.

Contents: An Industrial Relations System. The Technical Context of the Work Place. The Market Context or Budgetary Constraints. The Power Context and the Status of the Actors. Bituminous-Coal Industrial Relations Systems. Building [and Construction] Industrial Relations Systems. The Yugoslav Industrial Relations System. The Development of National Industrial Relations Systems. Economic Development and the Rules of the Work Place. General Theory of Industrial Relations.

36. INTERNATIONAL LABOUR ORGANIZATION. *Workers' Management and Labour Relations in Yugoslavia; Record of an Informal Discussion held on 16 June 1958 in Connection with the 42nd Session of the International Labour Conference*. Geneva, International Labour Office, 1958. Pp. 49.

Consists of talks by the Yugoslavian Government delegate, the Employers' delegate and the

Workers' delegate followed by a question-and-answer discussion and a concluding summary by the chairman of the discussion, Mr. George C. Lodge of the U.S.

37. MALIK, CHARLES HABIB. *Human Relations and the Industrial Order; an Address*. New York, American Management Association, 1959. Pp. 12.

The speaker, President of the General Assembly of the United Nations, delivered this address on February 18, 1959 before the Mid-winter Personnel Conference of the American Management Association in Chicago.

International Agencies

38. McLEAN, ROSS. *Canada and Asia, a Survey on Canadian Resources for Participation in the Unesco Major Project on the Mutual Appreciation of Eastern and Western Cultural Values*. Prepared for the Canadian National Commission for UNESCO. Ottawa, Queen's Printer, 1959. Pp. 82.

39. NORTH ATLANTIC TREATY ORGANIZATION. *The North Atlantic Treaty Organization*. 6th ed. Paris, 1958. Pp. 91.

A history of the organization: its foundation; development; its present structure; and its activities and achievements.

40. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. SECRETARY-GENERAL. *The Work of the Organization for European Economic Co-operation; a Report*. April 1959. Paris, 1959. Pp. 114.

International Labour Organization

41. BEGUIN, BERNARD. *ILO and the Tripartite System*. New York, Carnegie Endowment for International Peace, 1959. Pp. 405-448.

Tripartism in the ILO means representation by employers, workers and government agencies on various ILO committees. This pamphlet discusses the origins of the tripartite system and problems which have arisen.

42. INTERNATIONAL LABOUR CONFERENCE. 41st, GENEVA, 1958. DELEGATION FROM GREAT BRITAIN. *Report by the Delegates of H.M. Government in the United Kingdom of Great Britain and Northern Ireland*. London, H.M.S.O., 1958. Pp. 47.*

43. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General*. First item on the agenda. Geneva, 1959. 2 volumes.

At head of title: Report 1. (Part 1-2). International Labour Conference. Forty-third session, Geneva, 1959.

Contents: Pt. 1. Current Problems and Trends. Pt. 2. Thirteenth Report of the International Labour Organization to the United Nations.

44. INTERNATIONAL LABOUR ORGANIZATION. *International Standards and Guiding Principles, 1944-1958*. Geneva, International Labour Office, 1958. Pp. 140.

A compilation of the principal International Labour Organization Conventions, Recommendations, Resolutions, Memoranda and Reports dealing with the subject of industrial relations.

Labour Organization

45. BRADLEY, PHILIP D., ed. *The Public Stake in Union Power*. Charlottesville, University of Virginia Press, 1959. Pp. 382.

Consists of lectures delivered to the Graduate School of Business Administration of the University of Virginia during the Spring term of 1958. Partial Contents: Labor Union Power and the Public Interest, by Edward H. Chamberlin. Wages and Labor Union Action in the Light of Economic Analysis, by Frank H. Knight. Unions, Inflation, and Profits, by F. A. Hayek. Wage Policy and Inflation, by Gottfried Haberler. Collective Bargaining and the Maintenance of Market Competition, by James W. Mackie. Regulating Unions, by David McCord Wright. Some Non-Wage Aspects of Collective Bargaining, by Albert Rees. The Freedom of the Individual under Collectivized Labor Agreements, by Philip D. Bradley. Competitive and Monopoly Unionism, by H. Gregg Lewis. Union Restrictions on Entry, by Guy S. Becker.

46. MORRIS, JAMES OLIVER. *Conflict within the AFL: a Study of Craft versus Industrial Unionism, 1901-1938*. Ithaca, Cornell University, c1958. Pp. 319.

Describes the organizing policies and campaigns of the American Federation of Labor from 1901 to 1938, with special reference to the mass-production industries; describes the conflict between the craft union majority and the industrial union minority within the AFL during this period; and, describes and interprets AFL policies regarding legislation, political action, etc.

47. RELIGION AND LABOR FOUNDATION, COLUMBUS, OHIO. *The Religion and Labor Foundation presents its Social Justice Award to the AFL-CIO Ethical Practices Committee*. Addresses by Rev. Cameron P. Hall, John C. Cort, Rabbi Eugene J. Lipman and Albert J. Hayes... Washington, D.C., November 13, 1958. Columbus, Ohio, 1959. Pp. 22.

48. TAFT, PHILIP. *Corruption and Racketeering in the Labor Movement*. [Three lectures given at Cornell University under the Auspices of the New York State School of Industrial and Labor Relations during November 1957] Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1958. Pp. 58.

After reviewing the situation in some labour unions the author suggests that "remedies might be divided into (1) those which depend upon government action, legislation, or more stringent enforcement of existing laws, and (2) those which the individual unions or the entire labor movement can provide."

49. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Union Financial and Administration Practices and Procedures. Hearings before the Subcommittee on Labor of the Committee on Labor and Public Welfare, United States Senate, Eighty-fifth Congress, Second Session...* Washington, GPO, 1958. Pp. 1515.

These hearings were on proposals covering four out of the five recommendations of the Select Committee on Improper Activities in

the Labor Management Field. The four areas under consideration included safeguards on union funds, democratic practices of unions, control of middlemen in labor management disputes, and the so-called "no-man's land" problems (that is, something which is subject to regulation by no agency or court).

50. WITTE, EDWIN EMIL. *The Crisis in American Unionism*. East Lansing, Labor and Industrial Relations Center, Michigan State University, 1958. Pp. 172-187.

Outlines several reasons for the decline in labour union membership. Concludes that unions will become more politically inclined.

Labour Supply

51. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Recent Changes in Engineering Manpower Requirements and Supplies in Canada*. Ottawa, Queen's Printer, 1959. Pp. 21.

Contents: The Situation in Perspective. The Changing Supply of Engineers. Demand for Engineers. Utilization of Engineers.

52. GREAT BRITAIN. NATIONAL JOINT ADVISORY COUNCIL. *Practices impeding the Full and Efficient Use of Manpower; Report of an Inquiry undertaken by the National Joint Advisory Council*. London, HMSO, 1959. Pp. 15.*

The National Joint Advisory Committee discovered that out of 112 industries which replied to the inquiry, 64 industries reported they had no problems in regard to the efficient use of manpower; 42 industries had set up machinery to deal with problems of manpower; and, six industries requested more time to study the problem.

53. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *Manpower and Innovation in American Industry*, by Samuel E. Hill and Frederick Harbison. Princeton, 1959. Pp. 85.

A study of the experience of fifty companies showed, among other things, that technological innovation increased the number of highly skilled personnel while reducing the number of production workers; the rate of innovation in firms governed the rate of increase in utilization of skilled personnel; companies which were progressive in developing new products, or designing new processes, had a greater increase in employment of skilled personnel; and, innovation is likely to stimulate more innovation.

Unemployment

54. CANADIAN ASSOCIATION FOR ADULT EDUCATION. *Unemployment: Cause? Treatment? Cure?* Toronto, 1958. Pp. 25.

Prepared to use in conjunction with the radio and television program, Citizens' Forum.

55. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Unemployment Statistics. Hearings before a Subcommittee of the Committee on Education and Labor*,

House of Representatives, Eighty-fifth Congress, Second Session, on Methods employed by the Various Government Agencies involved in gathering Statistics on the Unemployment Problems of today. Hearings held in Washington, D.C., March 19 and 20, 1958. Washington, GPO, 1958. Pp. 67.

The three Federal government agencies in the U.S. which deal with statistics on unemployment are the Bureau of the Census, the Bureau of Labor Statistics, and the Bureau of Employment Statistics. Officials from each one testified on the work of their agency.

Wages and Hours

56. GARBARINO, JOSEPH WILLIAM. *The Economic Significance of Automatic Wage Adjustments*. Berkeley, University of California, Institute of Industrial Relations, 1959. Pp. 154-175.

"...An analysis of the consequences of adjusting wages automatically rather than sporadically."

57. U.S. BUREAU OF LABOR STATISTICS. *The Earnings and Employment of Seamen on U.S. Flag Ships*. In cooperation with Federal Maritime Board, and Maritime Administration, U.S. Dept. of Commerce. Washington, GPO, 1958. Pp. 90.

Includes daily earnings as of May 1957, employment patterns, July 1956-June 1957, annual earnings, July 1956-June 1957, and, fringe benefits.

58. U.S. BUREAU OF LABOR STATISTICS. *Factory Workers' Earnings, May 1958; Initial Report. Distribution of Production Workers in Manufacturing Industries by Straight-Time Hourly Earnings*. Washington, GPO, 1959. Pp. 22.

59. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Local-Transit Operating Employees, July 1, 1958 and Trend 1929-58*. Washington, GPO., 1959. Pp. 10.

Information based on union scales covering 70,000 employees in 52 cities with populations of 100,000 or more.

60. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure; Auto Dealer Repair Shops, Summer 1958*. Washington, GPO, 1959. Pp. 32.

Summarizes wages and benefits of production and related workers in the repair shops of motor vehicle dealer establishments primarily engaged in selling new automobiles and trucks.

61. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure; Men's and Boys' Suits and Coats, March 1958*. Washington, GPO, 1959. Pp. 54.

62. U.S. BUREAU OF LABOR STATISTICS. *Wages and Related Benefits, 19 Labor Markets, 1957-58: Earnings Trends, Inter-city Comparisons, Occupational Earnings, Supplementary Practices*. Washington, GPO, 1959. Pp. 93.

*British government documents are obtainable from United Kingdom Information Service offices in Vancouver, Toronto, Ottawa, Montreal, and Quebec.

Summarizes the results of a survey in nineteen important labour market areas in late 1957 and early 1958.

Miscellaneous

63. CANADA. DEPARTMENT OF LABOUR. *Equality of Opportunity in Employment*. Ottawa, Queen's Printer, 1958. Pp. 26.

Speeches first presented on "Canada at Work" radio broadcasts.

The five speakers who gave talks in this series were the Hon. Michael Starr, Minister of Labour; Professor Marcus Long of the Department of Philosophy, University of Toronto; Frank H. Hall, Chairman of the Human Rights Committee of the Canadian Labour Congress, and Vice-President in Canada of the Brotherhood of Railway and Steamship Clerks; Herbert H. Lank, President of the DuPont Company of Canada; and, Rabbi Abraham L. Feinberg of Holy Blossom Temple, Toronto.

64. EDITORIAL RESEARCH REPORTS. *Public Intervention in Labor Disputes*, by Norman I. Gelman. Washington, 1959. Pp. 125-142.

Consists of three sections as follows: nationwide strikes and the public need; public control of emergency disputes; and, proposals for additional controls.

65. EUROPEAN PRODUCTIVITY AGENCY. *Technical Information and the Smaller Firm; Facts and Figures on Practices in European and American Industry*. Project 296/2. Paris, O.E.E.C., 1958. Pp. 69.

Based on a series of 2,197 interviews in Austria, Belgium, Germany, Great Britain, Italy, Norway and the United States. The survey was intended to discover the methods used by industry to obtain technical information in order to overcome technical problems.

66. FLEMING, WILLIAM GERALD. *Aptitude and Achievement Scores related to Immediate Educational and Occupational Choices of Ontario Grade 13 Students*. Toronto, Department of Educational Research, On-

tario College of Education, University of Toronto, 1958. 1 volume (various pagings).

67. MONTREAL. BOARD OF TRADE. EMPLOYEE RELATIONS SECTION. *Contracting Out; a Panel Discussion, February 5, 1959 ... Montreal. Transcript of Proceedings*. Montreal, 1959. Pp. 28.

The four speakers on the Panel were G. W. Campbell, Industrial Relations Manager, Merck and Company Ltd.; W. C. Bowra, General Manager, Central Region, Canadian National Railways, Toronto; A. Schroeder, International Representative, International Union, United Automobile, Aircraft, and Agricultural Implement Workers of America, Ottawa; and, Prof. J. R. Cardin, Director, Industrial Relations Departments, University of Montreal.

68. TORONTO. UNIVERSITY. COMMERCE CLUB. *The Commerce Journal*, 1959. Toronto, 1959. Pp. 80.

Partial Contents: The Profit Sharing Issue: Industrial Cooperation vs. Destructive Conflict, by H. V. Lush. The Profit Sharing Issue—Organized Labour's Attitude, by A. Andras. Opportunities for Commerce Graduates in the Investment Field, by H. L. Gassard. Why Labour opposes Compulsory Arbitration, by Donald MacDonald.

69. U.S. CONGRESS. SENATE. COMMITTEE ON THE JUDICIARY. *Organized Professional Team Sports. Hearings before the Subcommittee on Antitrust and Monopoly of the Committee on the Judiciary, United States Senate, Eighty-fifth Congress, Second Session, pursuant to S. Res. 231, on H.R. 10378 ... and S. 4070 to limit the Applicability of the Antitrust Laws so as to exempt Certain Aspects of Designated Professional Team Sports, and for Other Purposes ...* Washington, GPO, 1958. Pp. 81. Hearings held July 9-31, 1958.

The hearings dealt with the applicability of the antitrust laws to the organized team sports of baseball, football, basketball, and hockey.

QUEEN'S PRINTER DEPOSIT ACCOUNTS

An Easy Way to Subscribe for Labour Department Publications

Labour Gazette readers who regularly purchase publications of the Department of Labour may find it useful to make use of a Queen's Printer deposit account. This account removes the necessity of making small individual remittances. The minimum deposit is ten dollars (\$10.00). Orders are charged to the account and statements on the status of the account are sent out regularly.

The account may be used, of course, to order other government publications. Make remittances payable to the Receiver-General of Canada and send to the Queen's Printer, c/o Superintendent of Government Publications, Ottawa.

LABOUR STATISTICS

	PAGE
Table A-1 and A-2—Labour Force.....	1105
Table B-1—Labour Income.....	1106
Table C-1 to C-6—Employment, Hours and Earnings.....	1107
Table D-1 to D-5—Employment Service Statistics.....	1112
Table E-1 to E-4—Unemployment Insurance.....	1118
Table F-1 and F-2—Prices.....	1120
Table G-1 to G-4—Strikes and Lockouts.....	1121
Tables H-1 and H-2—Industrial Fatalities.....	1124

A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JULY 18, 1959

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,434	121	449	1,798	2,358	1,124	584
Agricultural.....	842	*	65	199	203	328	38
Non-Agricultural.....	5,592	117	384	1,599	2,150	796	546
Males.....	4,863	102	354	1,369	1,739	856	443
Agricultural.....	762	*	61	186	188	292	31
Non-Agricultural.....	4,101	98	293	1,183	1,551	564	412
Females.....	1,571	19	95	429	619	268	141
Agricultural.....	80	*	*	13	20	36	*
Non-Agricultural.....	1,491	19	91	416	599	232	134
All Ages.....	6,434	121	449	1,798	2,358	1,124	584
14—19 years.....	795	17	64	257	261	139	57
20—24 years.....	796	18	55	255	267	133	68
25—44 years.....	2,877	56	184	798	1,080	490	269
45—64 years.....	1,738	28	126	437	661	317	169
65 years and over.....	228	*	20	51	89	45	21
<i>Persons with Jobs</i>							
All status groups.....	6,206	106	424	1,716	2,294	1,105	561
Males.....	4,677	88	332	1,302	1,690	840	425
Females.....	1,529	18	92	414	604	265	136
Agricultural.....	835	*	64	197	205	327	38
Non-Agricultural.....	5,371	102	360	1,519	2,089	778	523
Paid Workers.....	4,961	89	331	1,395	1,942	725	479
Males.....	3,605	73	253	1,025	1,388	509	357
Females.....	1,356	16	78	370	554	216	122
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	228	15(1)	25	82	64	19	23
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,138	148	449	1,469	1,715	861	496
Males.....	909	39	87	244	274	157	108
Females.....	4,229	109	362	1,225	1,441	704	388

* Less than 10,000.

(1) The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended July 18, 1959		Week Ended June 20, 1959		Week Ended July 19, 1958	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	249	235	261	247	320	304
Without Jobs.....	228	215	234	222	291	278
Under 1 month.....	80	—	61	—	86	—
1—3 months.....	71	—	73	—	93	—
4—6 months.....	33	—	45	—	49	—
7—12 months.....	27	—	37	—	51	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	11	—	11	—	*	—
Worked.....	21	20	27	25	29	26
1—14 hours.....	*	*	*	*	10	*
15—34 hours.....	15	14	20	18	19	17

(1) To obtain the number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ²
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Government)	Supple- mentary Labour Income	
1954—Total....	402	3,903	1,317	310	869	204	1,794	3,010	494	12,452
1955—Total....	432	4,148	1,396	329	915	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	263	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1958—Jan....	44.1	400.1	140.3	61.3	337.5	71.5	583.7	1,079.8	178.1	1,375.9
June....	44.7	403.7	142.4	.....	.....	.....	.....	.....	.....	1,407.1
July....	44.1	401.0	145.0	.....	.....	.....	.....	.....	.....	1,465.4
August....	44.7	398.6	145.1	68.4	396.2	73.7	590.5	1,095.2	182.2	1,411.6
Sept....	43.9	403.5	142.9	.....	.....	.....	.....	.....	.....	1,434.9
Oct....	42.5	398.8	142.3	.....	.....	.....	.....	.....	.....	1,415.7
Nov....	42.3	400.9	141.7	82.8	337.7	72.3	616.8	1,132.7	184.4	1,463.0
Dec....	42.0	393.2	139.0	.....	.....	.....	.....	.....	.....	1,383.2
1959—Jan....	44.8	400.9	146.1	.....	.....	.....	.....	.....	.....	1,385.5
Feb....	45.1	402.0	136.9	62.9	292.3	71.3	603.0	1,159.9	185.7	1,386.0
Mar....	44.7	405.3	137.0	.....	.....	.....	.....	.....	.....	1,398.5
Apr....	44.9	409.2	140.2	.....	.....	.....	.....	.....	.....	1,427.3
May....	45.1	420.7	147.0	68.4	367.1	75.3	625.4	1,221.4	191.7	1,483.5
June*....	46.5	429.2	150.7	.....	.....	.....	.....	.....	.....	1,529.1
July†....	47.2	419.2	152.6	.....	.....	.....	.....	.....	.....	1,507.7

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At June, 1959 employers in the principal non-agricultural industries reported a total employment of 2,819,861. Tables C-1 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-2 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ⁽¹⁾				Manufacturing			
	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries	
Averages								
1954.....	109.9	151.6	137.4	59.04	107.3	150.0	139.1	61.15
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1958								
June.....	121.3	200.3	164.6	70.70	112.0	187.4	166.2	73.06
July.....	122.0	201.6	164.7	70.76	111.8	186.0	165.2	72.62
August.....	121.8	201.1	164.5	70.67	111.5	184.9	164.7	72.40
September.....	121.9	201.8	164.9	70.85	112.4	187.2	165.4	72.73
October.....	120.1	199.5	165.6	71.13	110.1	185.0	166.8	73.36
November.....	119.2	199.4	166.7	71.60	109.6	186.0	168.5	74.11
December.....	115.8	186.5	160.4	68.91	106.8	173.4	161.3	70.91
1959								
January.....	113.7	192.2	168.4	72.34	107.5	185.1	170.9	75.16
February.....	113.0	193.1	170.2	73.11	107.5	186.2	171.9	75.59
March.....	113.7	193.0	169.0	72.60	108.4	186.8	172.0	75.22
April.....	115.7	198.0	170.5	73.26	109.5	189.9	172.1	75.69
May.....	119.6	206.3	171.8	73.82	111.7	195.2	173.3	76.20
June.....	123.3	212.4	171.6	73.71	114.1	198.9	172.9	76.01

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1959	May 1959	June 1958	June 1959	May 1959	June 1958
				\$	\$	\$
Provinces						
Newfoundland.....	135.7	117.5	133.4	64.88	63.58	62.28
Prince Edward Island.....	133.3	127.4	117.8	54.00	55.59	52.11
Nova Scotia.....	97.8	96.0	97.0	59.54	60.55	59.13
New Brunswick.....	103.8	98.0	100.2	59.39	59.73	56.82
Quebec.....	121.6	117.6	120.4	70.41	70.69	67.29
Ontario.....	124.1	121.4	122.5	76.94	76.73	73.96
Manitoba.....	115.5	111.8	112.0	71.22	70.60	67.87
Saskatchewan.....	138.0	133.2	133.8	70.24	69.77	68.99
Alberta (including Northwest Territories).....	161.3	154.7	155.5	75.32	75.94	73.32
British Columbia (including Yukon).....	121.4	117.9	118.0	80.44	81.29	75.51
Canada	123.3	119.6	121.3	73.71	73.82	70.70
Urban Areas						
St. John's.....	135.9	131.1	127.3	54.05	53.75	50.74
Sydney.....	89.1	89.2	90.8	67.50	73.54	75.26
Halifax.....	116.6	116.2	112.3	60.23	60.11	57.51
Moncton.....	100.9	98.5	98.1	57.50	57.41	55.76
Saint John.....	96.0	95.4	94.1	58.00	57.01	54.04
Chicoutimi-Jonquiere.....	113.1	110.0		89.87	87.93	
Quebec.....	112.7	110.9	112.4	60.92	61.99	58.71
Sherbrooke.....	100.8	100.5	97.2	59.27	59.70	57.29
Shawinigan.....	99.9	97.4	105.9	81.56	80.80	77.92
Three Rivers.....	123.3	117.9	120.0	68.64	67.81	64.02
Drummondville.....	76.1	75.3	72.7	60.07	60.51	58.16
Montreal.....	124.9	123.9	123.1	71.85	72.33	68.34
Ottawa—Hull.....	126.6	125.2	123.0	67.91	68.12	65.09
Kingston.....	113.5	111.6	116.3	69.96	69.09	68.24
Peterborough.....	104.5	102.1	98.4	81.85	82.34	77.91
Oshawa.....	183.1	182.5	173.1	85.49	86.87	80.36
Toronto.....	133.0	131.0	131.8	77.49	77.19	74.65
Hamilton.....	114.5	112.7	109.1	82.43	81.96	77.65
St. Catharines.....	114.4	113.2	113.4	84.10	84.32	80.51
Niagara Falls.....	106.7	102.7	115.0	76.28	75.33	74.51
Brantford.....	92.9	91.2	86.3	70.66	70.55	66.98
Guelph.....	129.4	128.2	120.2	69.17	68.32	66.94
Galt.....	113.5	111.2	112.1	66.67	66.31	63.75
Kitchener.....	122.7	119.5	114.9	70.40	69.98	66.88
Sudbury.....	140.0	138.8	138.0	85.82	86.53	86.58
Timmins.....	95.5	93.3	89.0	67.25	65.24	63.21
London.....	127.1	125.6	121.9	70.13	69.94	66.94
Sarnia.....	115.1	107.4	134.7	90.74	95.63	92.13
Windsor.....	84.6	82.1	82.1	84.97	84.89	77.96
Sault Ste. Marie.....	151.5	144.0	142.1	92.13	92.28	86.08
Ft. William—Pt. Arthur.....	118.9	117.1	122.9	74.66	75.76	72.37
Winnipeg.....	113.0	110.5	108.6	68.07	67.30	64.34
Regina.....	140.3	137.1	126.6	66.85	66.62	65.38
Saskatoon.....	140.5	137.4	138.0	66.88	67.55	63.87
Edmonton.....	192.9	188.3	185.7	71.53	71.47	69.03
Calgary.....	174.0	168.2	160.0	70.89	71.68	68.61
Vancouver.....	120.2	118.1	116.2	79.29	79.52	74.38
Victoria.....	116.8	114.8	116.8	72.42	72.95	69.63

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

This table is published every second month.

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)
Source: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1959	May 1959	June 1958	June 1959	May 1959	June 1958
Mining	126.4	123.3	126.8	89.43	89.37	86.08
Metal mining.....	144.8	141.3	141.2	92.97	91.45	88.51
Gold.....	75.3	73.9	75.9	74.51	72.30	72.87
Other metal.....	209.5	204.2	202.2	99.16	97.92	93.99
Fuels.....	91.7	91.99	99.3	87.71	89.99	87.22
Coal.....	47.6	48.0	53.7	62.87	69.18	71.17
Oil and natural gas.....	265.1	264.4	277.9	105.26	104.84	99.35
Non-metal.....	146.7	135.3	143.5	76.84	78.29	72.88
Manufacturing	114.1	111.7	112.0	76.01	76.20	73.06
Durable goods.....	120.1	117.8	118.3	81.69	81.72	78.20
Non-durable goods.....	109.0	106.4	106.6	70.70	71.01	68.18
Food and beverages.....	119.6	112.7	116.1	67.91	68.90	65.00
Meat products.....	143.8	140.5	131.9	78.34	78.96	73.85
Canned and preserved fruits and vegetables.....	108.0	82.9	106.3	57.10	61.21	54.51
Grain mill products.....	106.2	103.8	105.8	73.12	72.61	72.20
Bread and other bakery products.....	111.9	109.3	111.4	67.76	66.68	64.95
Distilled and malt liquors.....	107.7	107.5	108.6	90.19	88.69	84.34
Tobacco and tobacco products.....	85.6	86.3	91.2	76.85	75.75	70.25
Rubber products.....	108.6	106.8	100.2	80.41	79.79	75.89
Leather products.....	89.6	88.6	85.8	50.47	50.74	49.62
Boots and shoes (except rubber).....	96.4	95.3	91.1	47.88	48.11	46.75
Textile products (except clothing).....	79.9	80.1	76.4	60.45	60.09	58.60
Cotton yarn and broad woven goods.....	74.9	75.6	74.2	55.08	55.08	53.98
Woolen goods.....	60.3	59.7	58.3	58.70	57.89	56.32
Synthetic textiles and silk.....	82.0	82.0	78.6	67.23	66.52	65.21
Clothing (textile and fur).....	92.0	91.2	88.9	46.34	47.03	44.90
Men's clothing.....	93.9	93.4	93.2	46.10	45.94	44.71
Women's clothing.....	94.0	93.7	90.2	46.52	48.56	44.69
Knit goods.....	78.1	77.8	74.5	45.48	46.12	44.32
Wood products.....	113.5	109.6	108.0	64.29	65.64	62.47
Saw and planing mills.....	117.7	113.2	110.7	65.91	67.58	64.17
Furniture.....	113.9	111.6	109.2	62.25	63.34	60.58
Other wood products.....	93.3	89.0	93.1	59.41	59.45	57.17
Paper products.....	126.9	123.2	124.7	88.65	88.85	85.09
Pulp and paper mills.....	128.3	124.6	124.9	94.98	95.34	91.08
Other paper products.....	123.2	119.4	124.0	72.00	71.74	70.18
Printing, publishing and allied industries.....	121.7	120.4	119.5	82.57	82.77	78.57
Iron and steel products.....	112.6	110.2	104.4	87.02	86.29	82.00
Agricultural implements.....	82.9	82.0	61.6	90.79	89.40	83.65
Fabricated and structural steel.....	170.9	168.1	163.1	86.82	87.32	83.05
Hardware and tools.....	100.1	98.2	90.2	75.58	77.76	73.92
Heating and cooking appliances.....	109.3	105.9	99.8	75.00	74.04	71.75
Iron castings.....	103.4	100.4	95.8	81.28	81.88	77.31
Machinery, industrial.....	119.7	117.0	114.6	84.18	83.76	79.46
Primary iron and steel.....	121.5	119.0	110.7	98.44	98.16	92.74
Sheet metal products.....	113.2	110.9	103.7	88.60	84.83	80.32
Wire and wire products.....	121.9	119.2	115.3	88.08	87.93	86.07
Transportation equipment.....	116.5	115.9	129.5	86.22	86.54	82.00
Aircraft and parts.....	262.9	263.2	370.0	89.72	88.07	87.97
Motor vehicles.....	113.4	111.7	106.3	95.69	98.30	87.79
Motor vehicles parts and accessories.....	114.8	114.9	105.2	84.82	85.07	81.43
Railroad and rolling stock equipment.....	72.5	70.8	79.3	78.45	79.14	73.77
Shipbuilding and repairing.....	131.1	133.8	151.8	79.89	79.46	76.04
Non-ferrous metal products.....	128.2	126.5	127.3	85.07	84.85	85.00
Aluminum products.....	141.5	137.8	128.8	82.43	81.86	80.36
Brass and copper products.....	111.2	112.2	104.5	79.19	79.70	78.52
Smelting and refining.....	144.7	142.4	154.2	93.00	92.65	92.22
Electrical apparatus and supplies.....	136.4	134.4	135.8	82.45	81.80	77.57
Heavy electrical machinery.....	112.1	111.8	122.5	89.13	88.52	85.81
Telecommunication equipment.....	211.3	207.1	222.3	79.32	79.10	75.62
Non-metallic mineral products.....	151.0	146.1	137.0	79.24	79.31	76.84
Clay products.....	107.5	104.1	109.0	73.16	73.62	70.06
Glass and glass products.....	158.1	152.3	124.9	76.01	73.19	73.40
Products of petroleum and coal.....	142.7	141.2	144.2	111.92	113.81	105.19
Chemical products.....	129.0	127.3	133.1	86.07	85.68	83.60
Medicinal and pharmaceutical preparations.....	120.2	119.3	119.9	76.22	75.85	74.77
Acids, alkalis and salts.....	145.7	142.6	152.3	97.79	97.49	93.60
Miscellaneous manufacturing industries.....	126.4	125.3	120.3	68.07	68.04	64.88
Construction	143.2	133.0	140.1	76.74	77.96	74.91
Building and general engineering.....	140.3	131.7	138.6	82.74	84.94	81.19
Highways, bridges and streets.....	147.9	135.1	142.5	67.56	66.99	65.11
Electric and motor transportation.....	131.4	129.2	126.4	78.68	78.04	74.92
Service	144.3	138.7	141.3	49.66	50.23	47.96
Hotels and restaurants.....	135.9	127.9	134.1	39.57	39.87	38.47
Laundries and dry cleaning plants.....	116.3	114.8	118.3	45.00	46.11	43.33
Industrial composite	123.3	119.6	121.3	73.71	73.82	70.70

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

Source: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1959	May 1959	June 1958	June 1959	May 1959	June 1958	June 1959	May 1959	June 1958
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	41.0	40.5	41.6	2.03	2.06	1.95	83.37	83.41	81.24
Metal mining.....	41.8	40.4	41.9	2.12	2.16	2.03	88.86	87.11	85.18
Gold.....	43.2	41.3	43.0	1.61	1.62	1.59	69.56	66.81	68.24
Other metal.....	41.3	40.1	41.5	2.32	2.36	2.20	95.82	94.47	91.51
Fuels.....	37.3	39.8	40.7	1.92	1.91	1.86	71.72	75.96	75.62
Coal.....	35.1	39.3	40.3	1.72	1.73	1.72	60.54	68.05	69.48
Oil and natural gas.....	41.0	40.5	41.4	2.20	2.21	2.10	90.34	89.29	87.02
Non-metal.....	42.0	42.1	41.7	1.79	1.81	1.72	75.09	76.11	71.85
Manufacturing	41.0	41.1	40.5	1.73	1.73	1.67	70.71	70.90	67.47
Durable goods.....	41.3	41.4	40.7	1.87	1.86	1.80	77.10	77.12	73.06
Non-durable goods.....	40.6	40.7	40.3	1.58	1.59	1.54	64.33	64.63	61.90
Food and beverages.....	41.6	41.3	41.4	1.52	1.55	1.44	63.18	63.93	59.70
Meat products.....	41.7	41.9	41.5	1.80	1.81	1.68	74.97	75.80	69.89
Canned and preserved fruits and vegetables.....	40.6	38.5	38.2	1.25	1.35	1.23	50.82	51.85	46.83
Grain mill products.....	41.8	42.1	43.0	1.65	1.63	1.59	68.97	68.78	68.20
Bread and other bakery products.....	43.3	42.8	43.5	1.41	1.41	1.33	60.97	60.49	57.86
Distilled liquors.....	40.5	40.1	40.9	1.90	1.87	1.80	77.12	75.11	73.66
Malt liquors.....	41.0	40.0	40.1	2.12	2.12	1.99	86.85	84.77	79.84
Tobacco and tobacco products.....	40.5	40.6	39.8	1.75	1.72	1.63	70.95	69.92	64.99
Rubber products.....	42.1	41.9	41.2	1.80	1.79	1.72	75.85	74.95	70.74
Leather products.....	39.5	39.8	39.8	1.18	1.17	1.15	46.40	46.74	45.81
Boots and shoes (except rubber).....	39.1	39.5	39.3	1.13	1.12	1.10	44.15	44.37	43.11
Other leather products.....	40.2	40.7	40.8	1.29	1.28	1.26	51.74	52.31	51.61
Textile products (except clothing).....	42.1	41.9	41.7	1.29	1.28	1.25	54.32	53.94	52.04
Cotton yarn and broad woven goods.....	39.4	39.8	39.3	1.28	1.26	1.24	50.30	50.18	48.69
Woolen goods.....	44.6	44.1	43.4	1.22	1.21	1.17	54.48	53.50	50.95
Synthetic textiles and silk.....	43.7	43.4	43.5	1.37	1.37	1.33	59.94	59.30	57.72
Clothing (textile and fur).....	37.2	38.1	36.6	1.11	1.10	1.08	41.20	42.02	39.45
Men's clothing.....	37.1	37.4	36.4	1.14	1.12	1.10	42.22	42.01	39.97
Women's clothing.....	34.9	37.2	33.5	1.15	1.15	1.13	40.22	42.83	37.75
Knit goods.....	39.7	40.2	38.7	1.03	1.03	1.02	40.86	41.44	39.28
*Wood products.....	41.1	42.2	41.0	1.49	1.50	1.46	61.41	63.14	59.78
Saw and planing mills.....	40.6	41.7	40.4	1.58	1.58	1.54	63.88	66.17	62.30
Furniture.....	41.9	42.9	41.7	1.33	1.37	1.35	57.72	58.90	56.34
Other wood products.....	42.9	43.1	42.5	1.30	1.29	1.26	55.71	55.43	53.76
Paper products.....	41.8	41.7	41.4	2.00	2.00	1.93	83.45	83.53	79.90
Pulp and paper mills.....	41.9	41.8	41.4	2.13	2.14	2.07	89.41	89.68	85.62
Other paper products.....	41.4	41.3	41.3	1.60	1.59	1.54	66.01	65.57	63.56
Printing, publishing and allied industries.....	39.6	39.9	39.4	2.09	2.09	1.99	82.73	83.39	78.29
*Iron and steel products.....	41.6	41.3	40.6	2.01	2.00	1.91	83.49	82.44	77.71
Agricultural implements.....	42.7	42.2	41.0	2.06	2.04	1.92	87.90	85.97	78.52
Fabricated and structural steel.....	41.1	41.3	40.1	1.94	1.95	1.87	79.98	80.60	75.15
Hardware and tools.....	42.3	41.9	40.6	1.75	1.73	1.67	74.05	72.74	67.92
Heating and cooking appliances.....	41.3	40.8	41.3	1.73	1.72	1.64	71.42	70.04	67.94
Iron castings.....	40.6	41.2	39.8	1.92	1.90	1.85	77.89	78.27	73.55
Machinery, Industrial.....	42.3	42.1	40.8	1.88	1.88	1.80	79.73	79.00	73.44
Primary iron and steel.....	41.0	40.7	39.8	2.32	2.33	2.23	95.16	94.58	88.83
Sheet metal products.....	42.7	40.9	41.2	2.00	1.97	1.86	85.26	80.54	76.55
*Transportation equipment.....	40.8	41.2	40.5	1.99	1.99	1.89	81.31	81.87	76.55
Aircraft and parts.....	41.2	40.7	40.9	1.97	1.95	1.94	81.18	79.44	79.43
Motor vehicles.....	41.4	42.5	39.8	2.17	2.19	2.03	89.79	93.25	80.75
Motor vehicle parts and accessories.....	41.3	41.4	40.5	1.95	1.95	1.89	80.50	80.88	76.42
Railroad and rolling stock equipment.....	39.4	40.0	40.1	1.94	1.94	1.80	76.66	77.41	72.26
Shipbuilding and repairing.....	41.1	41.0	41.1	1.92	1.90	1.83	78.78	78.09	75.25
*Non-ferrous metal products.....	40.5	40.3	40.4	1.97	1.97	1.95	79.66	79.55	78.74
Aluminum products.....	42.5	41.5	41.5	1.71	1.72	1.65	72.65	71.38	68.48
Brass and copper products.....	39.8	40.1	40.9	1.85	1.86	1.81	73.58	74.54	73.87
Smelting and refining.....	40.2	40.1	40.1	2.18	2.19	2.14	87.69	87.68	85.61
*Electrical apparatus and supplies.....	41.1	40.6	39.3	1.79	1.78	1.72	73.49	72.45	67.52
Heavy electrical machinery and equipment ¹	40.7	40.4	40.2	1.99	1.99	1.92	81.16	80.40	77.30
Telecommunication equipment.....	40.6	40.2	40.7	1.61	1.61	1.53	65.48	64.93	62.19
Refrigerators, vacuum cleaners and appliances.....	41.2	40.8	40.5	1.76	1.77	1.74	72.66	72.40	70.31
Wire and cable.....	43.5	42.4	37.8	2.01	1.96	1.86	87.40	83.16	70.42
Miscellaneous electrical products.....	40.8	40.3	37.2	1.69	1.69	1.63	69.09	68.10	60.49
*Non-metallic mineral products.....	43.5	43.7	43.6	1.73	1.73	1.67	75.32	75.44	72.94
Clay products.....	42.7	42.9	42.6	1.60	1.60	1.54	68.45	68.88	65.56
Glass and glass products.....	42.5	41.2	42.3	1.71	1.70	1.64	72.76	69.78	69.16
Products of petroleum and coal.....	41.6	42.7	41.5	2.45	2.46	2.33	102.03	105.28	96.82
Chemical products.....	40.9	40.9	41.1	1.85	1.84	1.82	75.69	75.20	74.93
Medicinal and pharmaceutical preparations.....	41.2	40.7	41.6	1.44	1.43	1.43	59.17	58.28	59.57
Acids, alkalis and salts.....	40.8	40.8	41.1	2.17	2.17	2.07	88.54	88.55	85.16
Miscellaneous manufacturing industries.....	41.4	41.5	41.2	1.44	1.42	1.39	59.70	59.10	57.31
Construction	40.7	41.3	41.6	1.83	1.84	1.76	74.63	75.82	73.42
Building and general engineering.....	39.7	41.3	40.9	2.01	1.99	1.94	79.84	82.31	79.22
Highways, bridges and streets.....	42.6	41.4	42.7	1.54	1.55	1.48	65.36	64.12	63.11
Electric and motor transportation.....	44.6	44.6	44.7	1.76	1.75	1.67	78.48	77.91	74.47
Service	39.4	39.7	39.8	0.99	1.00	0.96	39.06	39.67	38.13
Hotels and restaurants.....	39.4	39.3	39.7	0.97	0.98	0.93	38.13	38.47	37.04
Laundries and dry cleaning plants.....	40.3	41.5	40.3	0.97	0.98	0.96	39.03	40.52	38.85

¹ Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Last Pay Period in:						
1958 June.....	40.5	1.67	67.47	161.6	125.1	129.2
July.....	40.3	1.66	66.86	160.2	124.7	128.5
August.....	40.6	1.64	66.58	159.5	125.2	127.4
September.....	40.7	1.64	66.91	160.3	125.6	127.6
October.....	40.8	1.66	67.52	161.8	126.0	128.4
November.....	40.9	1.67	68.43	163.9	126.3	129.8
December.....	40.7*	1.71	69.60*	166.7	126.2	132.1
1959 January.....	40.6	1.70	69.28	166.0	126.1	131.6
February.....	40.9	1.71	69.81	167.2	125.7	133.0
March.....	40.3	1.72	69.40	166.3	125.5	132.5
April.....	40.7	1.72	70.01	167.7	125.4	133.7
May.....	41.1	1.73	70.90	169.9	125.6	135.3
June (1).....	41.0	1.73	70.71	169.4	125.9	134.6

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December 1958 are 37.3 and \$63.71.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
September 1, 1953.....	24,203	20,321	44,524	113,191	48,634	161,825
September 1, 1954.....	13,691	14,110	27,801	180,407	70,472	250,879
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
September 1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
September 1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
September 1, 1958.....	10,012	13,446	23,458	237,319	106,423	343,742
October 1, 1958.....	9,385	11,430	20,815	228,426	107,123	335,549
November 1, 1958.....	7,319	9,552	16,871	255,451	115,711	371,162
December 1, 1958.....	11,579	9,752	21,331	329,050	126,341	455,391
January 1, 1959.....	8,643	8,549	17,192	562,257	158,163	720,420
February 1, 1959.....	9,425	9,295	18,720	615,788	175,574	791,362
March 1, 1959.....	9,007	10,816	19,823	623,338	174,787	798,125
April 1, 1959.....	11,740	13,399	25,139	611,941	169,625	781,566
May 1, 1959.....	16,883	16,280	33,163	498,897	161,742	660,639
June 1, 1959.....	19,758	18,044	37,802	342,605	140,615	483,220
July 1, 1959.....	14,579	16,464	31,043	193,774	114,377	308,151
August 1, 1959 ⁽¹⁾	14,235	14,317	28,552	185,527	106,965	292,492
September 1, 1959 ⁽¹⁾	16,741	18,466	35,207	172,417	96,074	268,491

* Current Vacancies only. Deferred vacancies are excluded.

⁽¹⁾ Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 31, 1959⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				June 30, 1959	July 31, 1958
Agriculture, Fishing, Trapping.....	2,028	436	2,464	+ 1,309	— 1,274
Forestry.....	1,233	5	1,238	+ 167	+ 1,084
Mining, Quarrying and Oil Wells.....	464	45	509	— 116	+ 138
Metal Mining.....	295	13	308	— 131	+ 75
Fuels.....	81	15	96	+ 20	+ 46
Non-Metal Mining.....	52	2	54	— 12	+ 3
Quarrying, Clay and Sand Pits.....	21	1	22	+ 8	+ 15
Prospecting.....	15	14	29	— 1	+ 5
Manufacturing.....	3,409	2,566	5,975	+ 288	+ 1,848
Foods and Beverages.....	501	275	776	+ 241	+ 390
Tobacco and Tobacco Products.....	11	5	16	— 4	+ 5
Rubber Products.....	44	28	72	+ 11	+ 20
Leather Products.....	58	144	202	+ 27	+ 30
Textile Products (except clothing).....	100	149	249	— 31	+ 49
Clothing (textile and fur).....	119	1,147	1,266	+ 266	+ 208
Wood Products.....	305	94	399	— 83	+ 126
Paper Products.....	112	71	183	— 3	+ 72
Printing, Publishing and Allied Industries.....	126	95	221	— 45	+ 74
Iron and Steel Products.....	646	152	798	+ 66	+ 355
Transportation Equipment.....	581	53	634	+ 37	+ 229
Non-Ferrous Metal Products.....	190	46	236	+ 10	+ 124
Electrical Apparatus and Supplies.....	274	104	378	— 29	+ 131
Non-Metallic Mineral Products.....	100	23	123	— 27	+ 5
Products of Petroleum and Coal.....	30	10	40	— 10	+ 33
Chemical Products.....	139	83	222	+ 18	+ 48
Miscellaneous Manufacturing Industries.....	73	87	160	— 24	+ 25
Construction.....	2,306	121	2,427	+ 296	+ 583
General Contractors.....	1,519	73	1,592	+ 203	+ 315
Special Trade Contractors.....	787	48	835	+ 93	+ 268
Transportation, Storage and Communication.....	849	213	1,062	— 70	+ 396
Transportation.....	687	112	799	+ 34	+ 353
Storage.....	30	14	44	— 13	+ 10
Communication.....	132	87	219	— 91	+ 33
Public Utility Operation.....	89	29	118	+ 13	— 18
Trade.....	1,891	2,176	4,067	— 467	— 981
Wholesale.....	684	567	1,251	— 21	+ 415
Retail.....	1,207	1,609	2,816	— 446	+ 566
Finance, Insurance and Real Estate.....	507	607	1,114	— 188	+ 64
Service.....	2,310	8,407	10,717	— 2,692	+ 2,089
Community or Public Service.....	345	1,861	2,206	— 52	+ 744
Government Service.....	699	342	1,041	— 640	— 41
Recreation Service.....	96	99	195	— 100	— 154
Business Service.....	506	456	962	— 309	+ 248
Personal Service.....	664	5,649	6,313	— 1,591	+ 1,292
GRAND TOTAL.....	15,086	14,605	29,691	— 1,460	+ 5,891

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT JULY 30, 1959⁽¹⁾**

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,710	1,318	3,028	5,630	1,621	7,251
Clerical Workers.....	942	3,276	4,218	12,697	38,524	51,221
Sales Workers.....	1,195	985	2,180	4,881	12,929	17,810
Personal and Domestic Service Workers..	891	6,200	7,091	20,480	16,355	36,835
Seamen.....	5	.....	5	868	.....	868
Agriculture, Fishing, Forestry (Ex. log.)..	1,638	331	1,969	2,390	493	2,883
Skilled and Semiskilled Workers.....	6,092	1,694	7,786	76,163	18,733	94,896
Food and kindred products (incl. tobacco).....	72	23	95	772	581	1,353
Textiles, clothing, etc.....	102	1,194	1,296	2,591	11,633	14,224
Lumber and lumber products.....	1,398	2	1,400	6,532	119	6,651
Pulp, paper (incl. printing).....	45	19	64	755	395	1,150
Leather and leather products.....	40	105	145	792	877	1,669
Stone, clay and glass products.....	15	.....	15	222	43	265
Metalworking.....	672	45	717	13,367	939	14,306
Electrical.....	120	26	146	1,971	1,201	3,172
Transportation equipment.....	8	1	9	1,261	149	1,410
Mining.....	200	.....	200	1,834	.....	1,834
Construction.....	1,263	1	1,264	12,676	5	12,681
Transportation (except seamen).....	558	14	572	12,230	118	12,348
Communications and public utility....	17	.....	17	467	2	469
Trade and service.....	207	202	409	3,043	1,415	4,458
Other skilled and semiskilled.....	1,222	40	1,262	12,966	989	13,955
Foremen.....	50	15	65	1,610	259	1,869
Apprentices.....	103	7	110	3,074	8	3,082
Unskilled Workers.....	1,762	513	2,275	62,418	18,310	80,728
Food and tobacco.....	122	139	261	1,704	3,301	5,005
Lumber and lumber products.....	55	1	56	4,966	297	5,263
Metalworking.....	160	19	179	4,059	524	4,583
Construction.....	826	.....	826	23,329	1	23,330
Other unskilled workers.....	599	354	953	28,360	14,187	42,547
GRAND TOTAL.....	14,235	14,317	28,552	185,527	106,965	292,492

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 30, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) July 30, 1959	Previous Month July 2, 1959	Previous Year July 31, 1958	(1) July 30, 1959	Previous Month July 2, 1959	Previous Year July 31, 1958
Newfoundland	309	419	276	5,787	7,773	7,202
Corner Brook.....	64	19	4	1,507	1,915	2,001
Grand Falls.....	4	4	2	395	595	605
St. John's.....	241	396	270	3,885	5,263	4,596
Prince Edward Island	152	217	149	1,197	1,470	1,453
Charlottetown.....	105	154	108	630	795	820
Summerside.....	47	63	41	567	675	633
Nova Scotia	859	913	525	10,975	12,717	13,842
Amherst.....	18	9	12	522	607	570
Bridgewater.....	23	26	10	611	578	695
Halifax.....	546	510	358	3,290	3,896	4,039
Inverness.....				229	221	347
Kentville.....	143	193	42	728	867	1,065
Liverpool.....	1	5	1	217	261	271
New Glasgow.....	35	38	26	1,479	1,695	2,161
Springhill.....			1	614	700	237
Sydney.....	13	52	15	2,222	2,560	2,951
Truro.....	18	15	3	472	612	698
Yarmouth.....	62	65	57	591	720	808
New Brunswick	626	734	479	10,270	12,322	13,376
Bathurst.....	2	4	5	722	824	1,000
Campbellton.....	23	29	37	721	1,177	972
Edmundston.....	13	15	8	527	683	849
Fredericton.....	168	171	87	1,094	1,531	1,260
Minto.....	26	24	2	524	537	833
Moncton.....	178	224	224	2,127	2,425	2,517
Newcastle.....	2	1	1	922	1,127	1,004
Saint John.....	201	218	96	2,298	2,405	2,560
St. Stephen.....	5	14	4	691	801	1,375
Sussex.....	5	27	10	182	237	204
Woodstock.....	3	7	5	462	575	802
Quebec	6,975	6,850	4,744	88,869	94,199	119,675
Alma.....	23	13	33	1,293	1,455	1,217
Asbestos.....	15	21	8	260	305	736
Beauharnois.....	27	44	36	664	641	580
Buckingham.....	51	46	8	410	533	748
Causapscal.....	29	244	47	546	853	641
Chandler.....	15	13	1	247	282	204
Chicoutimi.....	259	109	52	1,142	1,610	1,336
Dolbeau.....	15	10	18	548	743	1,153
Drummondville.....	35	24	22	1,246	1,386	1,389
Farnham.....	66	50	99	451	631	539
Forestville.....	281	297	4	535	548	724
Gaspé.....	10	13	11	226	290	303
Granby.....	32	35	35	1,195	831	1,592
Hull.....	108	83	36	1,566	1,618	1,927
Joliette.....	92	88	121	2,129	2,016	2,481
Jonquière.....	58	30	35	1,265	1,375	1,304
Lachute.....	16	29	38	506	471	525
La Malbaie.....	37	11	89	407	487	454
La Tuque.....	367	166	18	841	592	583
Lévis.....	103	92	71	1,248	1,534	2,327
Louiseville.....	17	20	43	585	794	764
Magog.....	1	2	2	276	311	486
Maniwaki.....	14	33		174	250	326
Matane.....	10	29	12	455	592	914
Mégantic.....	10	13	13	360	415	411
Mont-Laurier.....	4	18	4	370	360	616
Montmagny.....	12	20	14	504	572	782
Montreal.....	3,289	3,276	2,632	37,153	39,600	47,974
New Richmond.....	2	11	8	235	397	370
Port Alfred.....	2	4	5	225	368	345
Quebec.....	558	609	502	7,024	7,093	7,942
Rimouski.....	103	45	38	1,177	1,309	1,379
Rivière du Loup.....	37	37	9	751	876	1,095
Roberval.....	75	30	12	705	819	973
Rouyn.....	70	42	59	1,429	1,860	2,485
Ste. Agathe.....	35	100	15	236	308	263
Ste. Anne de Bellevue.....	67	63	37	520	473	597
Ste. Thérèse.....	90	23	38	1,056	933	1,004
St. Hyacinthe.....	73	52	24	1,826	1,420	1,535
St. Jean.....	65	82	49	1,313	1,290	1,672
St. Jérôme.....	109	86	35	901	789	1,192
Sept-Iles.....	120	167	53	667	864	723
Shawinigan.....	31	22	1	2,148	2,403	2,996
Sherbrooke.....	137	199	67	3,104	3,089	3,374
Sorel.....	67	61	33	1,133	1,067	1,373
Thetford Mines.....	60	49	79	806	907	1,131
Trois-Rivières.....	151	191	92	2,885	2,508	2,970
Val d'Or.....	42	23	20	1,115	1,185	1,372

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 30, 1959

(Source: U.I.C. 757)

Office	Unfilled Vacancies(*)			Registrations		
	(1) July 30, 1959	Previous Month July 2, 1959	Previous Year July 31, 1958	(1) July 30, 1959	Previous Month July 2, 1959	Previous Year July 31, 1958
Quebec—Cont'd.						
Valleyfield.....	9	21	24	1,129	1,222	1,478
Victoriaville.....	22	21	24	1,019	974	1,608
Ville St. Georges.....	54	83	18	773	950	1,262
Ontario.....	10,843	10,804	10,436	111,235	107,391	137,352
Arnprior.....	9	10	14	106	90	164
Barrie.....	35	32	46	818	857	608
Belleville.....	26	41	50	1,033	1,087	1,246
Bracebridge.....	172	323	58	315	355	357
Brampton.....	52	43	15	1,492	1,810	689
Brantford.....	74	111	67	1,396	1,377	2,406
Brockville.....	63	36	31	331	299	400
Carleton Place.....	14	13	12	158	121	117
Chatham.....	191	159	54	1,236	1,370	1,997
Cobourg.....	16	22	8	704	399	698
Collingwood.....	18	41	15	543	604	496
Cornwall.....	108	109	97	2,168	1,924	2,871
Elliot Lake.....	115	109	5	320	537	.....
Fort Erie.....	26	15	5	313	329	404
Fort Frances.....	21	31	22	209	231	318
Fort William.....	78	135	185	899	1,161	1,317
Galt.....	90	110	21	932	800	1,495
Cananogue.....	14	11	10	141	147	162
Goderich.....	53	46	15	229	251	336
Guelph.....	54	54	33	1,209	1,119	1,449
Hamilton.....	869	837	606	7,484	7,483	11,608
Hawkesbury.....	20	13	6	318	655	400
Ingersoll.....	*	34	28	*	455	535
Kapuskasing.....	32	37	34	458	693	672
Kenora.....	13	36	15	213	311	344
Kingston.....	104	116	86	1,141	1,260	1,045
Kirkland Lake.....	54	80	38	689	805	678
Kitchener.....	263	193	67	1,844	1,165	2,503
Leamington.....	36	25	23	846	964	810
Lindsay.....	24	23	17	506	328	644
Listowel.....	29	19	34	182	129	188
London.....	600	656	506	3,230	2,929	3,576
Long Branch.....	251	298	144	2,581	2,756	2,477
Midland.....	28	31	16	306	322	383
Napanee.....	6	4	3	205	233	298
Newmarket.....	55	79	53	731	795	825
Niagara Falls.....	63	144	41	1,192	1,595	1,587
North Bay.....	21	15	28	735	1,328	1,356
Oakville.....	128	95	60	599	595	818
Orillia.....	22	33	31	471	489	845
Oshawa.....	132	170	62	7,408	2,521	7,223
Ottawa.....	961	936	800	3,457	3,503	3,841
Owen Sound.....	33	71	14	714	827	1,184
Parry Sound.....	1	3	2	113	212	180
Pembroke.....	68	98	95	802	836	1,237
Perth.....	27	28	36	236	361	300
Peterborough.....	63	115	58	1,948	1,467	2,534
Pictou.....	13	14	17	186	183	232
Port Arthur.....	271	194	265	1,442	2,144	1,879
Port Colborne.....	6	4	15	589	411	631
Prescott.....	44	21	36	524	469	560
Renfrew.....	15	9	7	237	350	569
St. Catharines.....	121	143	81	4,246	2,574	5,472
St. Thomas.....	58	70	50	666	650	869
Samia.....	78	122	72	1,228	1,783	2,099
Sault Ste. Marie.....	240	350	233	1,144	1,261	1,862
Simcoe.....	742	48	2,885	838	593	902
Sioux Lookout.....	27	12	8	114	112	115
Smiths Falls.....	13	12	17	195	261	223
Stratford.....	54	55	29	602	539	695
Sturgeon Falls.....	9	7	2	443	411	732
Sudbury.....	191	234	294	2,050	2,476	3,940
Tillsonburg.....	325	*	*	353	*	*
Timmins.....	64	104	82	997	1,396	1,555
Toronto.....	2,685	3,111	2,146	27,653	29,746	32,078
Trenton.....	59	66	55	398	541	638
Walkerton.....	49	54	48	263	322	319
Wallaceburg.....	9	5	3	277	295	372
Welland.....	12	17	16	1,068	1,210	1,982
Weston.....	194	273	168	3,274	3,305	1,875
Windsor.....	161	166	91	8,911	5,918	11,390
Woodstock.....	271	*	*	576	*	*
Manitoba.....	2,824	3,519	1,634	9,582	11,842	12,851
Brandon.....	194	350	133	712	774	814
Dauphin.....	22	23	21	362	433	410
Flin Flon.....	71	26	53	143	197	189
Portage la Prairie.....	61	59	35	399	508	469
The Pas.....	101	158	28	245	279	277
Winnipeg.....	2,375	2,903	1,364	7,721	9,651	10,692

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 30, 1959

(Source: U.I.C. 757)

Office	Unfilled Vacancies(?)			Registrations		
	(1) July 30, 1959	Previous Month July 2, 1959	Previous Year July 31, 1958	(1) July 30, 1959	Previous Month July 2, 1959	Previous Year July 31, 1958
Saskatchewan.....	1,096	1,150	844	5,808	7,688	6,460
Estevan.....	44	39	64	237	323	283
Lloydminster.....	38	36	.....	79	128	.....
Moose Jaw.....	154	177	175	561	738	639
North Battleford.....	41	38	52	287	301	441
Prince Albert.....	51	70	70	643	854	681
Regina.....	239	281	173	1,591	2,150	1,647
Saskatoon.....	295	319	166	1,360	1,780	1,476
Swift Current.....	96	105	45	216	276	248
Weyburn.....	36	21	16	122	165	169
Yorkton.....	102	64	83	712	973	876
Alberta.....	2,682	3,425	2,682	12,794	15,515	15,410
Blairmore.....	11	5	8	192	254	430
Calgary.....	928	1,071	987	3,857	4,146	4,782
Drumheller.....	29	28	24	331	433	296
Edmonton.....	1,273	1,765	1,238	6,511	8,032	7,794
Edson.....	43	23	17	331	285	290
Lethbridge.....	140	233	177	618	856	751
Medicine Hat.....	140	202	114	491	873	525
Red Deer.....	118	98	117	463	636	542
British Columbia.....	2,186	3,012	1,594	35,975	37,234	51,359
Chilliwack.....	43	190	74	744	958	1,492
Courtenay.....	6	27	3	575	604	1,510
Cranbrook.....	52	36	19	342	547	363
Dawson Creek.....	18	13	14	640	930	725
Duncan.....	10	17	18	710	427	1,431
Kamloops.....	22	33	22	485	437	792
Kelowna.....	24	27	10	520	612	594
Kitimat.....	61	57	11	154	173	200
Mission City.....	11	103	7	587	694	881
Nanaimo.....	13	28	20	827	776	1,919
Nelson.....	29	39	12	422	596	495
New Westminster.....	264	286	200	5,031	4,883	6,807
Penticton.....	28	36	8	439	693	569
Port Alberni.....	31	15	50	907	574	1,304
Prince George.....	70	80	51	1,024	1,273	1,161
Prince Rupert.....	29	39	26	572	645	627
Princeton.....	18	11	5	128	195	212
Quesnel.....	36	17	.....	352	450	.....
Trail.....	49	53	16	608	715	490
Vancouver.....	1,082	1,424	696	17,004	16,075	25,020
Vernon.....	18	149	58	539	993	813
Victoria.....	192	232	224	3,118	3,556	3,761
Whitehorse.....	80	100	50	247	428	193
Canada.....	28,552	31,043	23,363	292,492	308,151	372,010
Males.....	14,235	14,579	11,505	185,527	193,774	252,853
Females.....	14,317	16,464	11,858	106,965	114,377	119,157

* Figures not available due to changes in local office areas.
(1) Preliminary subject to revision.
(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1954-1959

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1958 (7 months).....	472,132	306,728	165,404	30,576	111,568	159,146	100,632	70,210
1959 (7 months).....	556,973	378,034	178,939	36,505	134,443	190,922	125,539	69,564

E—Unemployment Insurance

TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JULY 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	4.0	.....	17,596	368,239
Prince Edward Island.....	0.5	.....	2,340	40,897
Nova Scotia.....	7.7	.....	33,614	642,786
New Brunswick.....	6.5	.....	28,646	547,576
Quebec.....	53.9	.....	237,174	4,734,496
Ontario.....	59.6	.....	262,299	5,314,214
Manitoba.....	5.3	.....	23,217	433,045
Saskatchewan.....	3.3	.....	14,653	268,475
Alberta.....	6.9	.....	30,152	610,406
British Columbia.....	17.1	.....	75,284	1,571,259
Total, Canada, July 1959.....	164.9	.....	724,975	14,531,393
Total, Canada, June 1959.....	197.0	.....	866,654	18,157,149
Total, Canada, July 1958.....	294.8	.....	1,297,228	26,815,103

TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, JULY 31, 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Duration on the Register (weeks)							Percent- age Postal	July 31, 1958 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	225,945	NOT AVAILABLE							31.0	300,826
Male.....	141,434								32.7	205,484
Female.....	84,511								28.3	95,342
Excluding T.....	206,255	73,569	23,336	27,984	21,170	16,495	11,263	32,438	30.6	275,747
Prairie M.....	130,232	52,739	14,926	15,917	12,102	9,575	6,557	18,416	31.8	189,878
Provinces F.....	76,023	20,830	8,410	12,067	9,068	6,920	4,706	14,022	28.5	85,869
Newfoundland.....	4,617	1,134	381	566	764	430	264	1,078	68.8	5,709
Male.....	3,788	1,004	306	442	667	346	203	820	74.1	4,863
Female.....	829	130	75	124	97	84	61	258	44.8	846
Prince Edward Island.....	710	187	115	115	74	57	35	127	62.4	940
Male.....	424	114	78	63	42	35	24	68	67.2	630
Female.....	286	73	37	52	32	22	11	59	55.2	310
Nova Scotia.....	9,207	2,210	1,042	1,423	1,250	969	518	1,795	39.1	12,566
Male.....	6,743	1,716	803	1,020	924	740	361	1,179	39.2	9,729
Female.....	2,464	494	239	403	326	229	157	616	38.8	2,837
New Brunswick.....	7,735	1,890	905	1,189	1,038	1,068	415	1,230	49.7	10,349
Male.....	5,513	1,447	657	791	740	843	277	758	53.3	7,937
Female.....	2,222	443	248	398	298	225	138	472	40.8	2,412
Quebec.....	69,992	23,566	7,532	10,233	7,915	6,256	4,099	10,391	28.1	94,052
Male.....	43,281	15,566	4,673	5,957	4,546	3,812	2,552	6,175	30.3	64,146
Female.....	26,711	8,000	2,859	4,276	3,369	2,444	1,547	4,216	24.5	29,906
Ontario.....	89,296	35,921	9,723	11,070	7,822	5,902	4,590	14,268	28.3	112,666
Male.....	54,073	26,116	5,694	5,580	3,823	2,757	2,474	7,629	27.7	72,747
Female.....	35,223	9,805	4,029	5,490	3,999	3,145	2,116	6,639	29.2	39,919
Manitoba.....	6,419								25.0	9,754
Male.....	3,262								29.2	5,825
Female.....	3,157								20.6	3,929
Saskatchewan.....	3,733								44.5	4,374
Male.....	1,874								53.0	2,432
Female.....	1,859								35.9	1,942
Alberta.....	9,538								39.0	10,951
Male.....	6,066								46.1	7,349
Female.....	3,472								26.6	3,602
British Columbia.....	24,698	8,661	3,638	3,388	2,307	1,813	1,342	3,549	28.9	39,465
Male.....	16,410	6,776	2,715	2,064	1,360	1,042	666	1,787	28.7	29,826
Female.....	8,288	1,885	923	1,324	947	771	676	1,762	29.3	9,639

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JULY, 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,698	955	743	1,796	1,224	572	495
Prince Edward Island.....	309	224	85	305	222	83	75
Nova Scotia.....	3,764	2,264	1,500	4,573	3,409	1,074	751
New Brunswick.....	3,237	2,127	1,110	3,270	2,398	872	776
Quebec.....	36,384	21,720	14,664	37,461	28,508	8,953	7,684
Ontario.....	52,030	28,802	23,228	47,170	37,428	9,742	14,046
Manitoba.....	2,861	1,856	1,005	2,884	2,061	823	418
Saskatchewan.....	1,675	1,133	542	1,739	1,207	532	337
Alberta.....	4,967	2,865	2,102	4,898	3,746	1,152	1,305
British Columbia.....	15,353	9,696	5,657	14,208	9,866	4,342	3,746
Total, Canada, July 1959.....	122,278	71,642	50,636	118,304	90,159	28,145	29,633
Total, Canada, June 1959.....	107,080	63,922	43,158	107,507	79,054	28,453	25,659
Total, Canada, July 1958.....	167,402	91,426	75,976	176,364	141,198	35,166	32,988

* In addition, revised claims received numbered 22,274.

† In addition, 21,736 revised claims were disposed of. Of these, 1,754 were special requests not granted and 988 were appeals by claimants. There were 4,271 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

End of	Total	Employed	Claimants
1959—June.....	4,016,600	3,796,100	220,500
May.....	3,919,000	3,639,600	279,400
April.....	4,134,000	3,523,200	610,800
March.....	4,239,000	3,472,100	766,900
February.....	4,248,000	3,452,000	796,000
January.....	4,257,000	3,471,900	785,100
1958—December.....	4,265,000	3,550,000	715,000
November.....	4,060,000	3,640,800	419,200
October.....	3,987,000	3,663,500	323,500
September.....	4,000,000	3,717,400	282,600
August.....	4,015,000	3,720,400	294,600
July.....	4,024,000	3,723,200	300,800
June.....	4,149,000	3,703,500	445,500

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1958—July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.9	139.1	109.6	120.5	130.6
September.....	125.6	122.0	139.4	109.5	120.8	131.5
October.....	126.0	123.4	139.6	109.9	113.2	131.8
November.....	126.3	123.2	139.8	110.4	121.5	133.1
December.....	126.2	122.2	139.9	110.5	122.0	133.4
1959—January.....	126.1	122.3	140.2	109.2	121.8	133.4
February.....	125.7	121.2	140.2	108.8	122.0	133.4
March.....	125.5	120.0	140.3	109.4	122.3	133.4
April.....	125.4	119.3	140.5	109.6	122.6	133.7
May.....	125.6	118.5	141.0	109.7	122.5	134.9
June.....	125.9	119.1	141.5	109.2	122.5	135.4
July.....	125.9	119.2	141.7	109.7	122.7	130.4
August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF AUGUST 1959

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	August 1958	July 1959	August 1959					
(1) St. John's, Nfld.....	113.1	115.0	116.0	116.3	114.8	104.4	109.6	127.1
Halifax.....	123.2	125.5	126.4	117.1	133.6	119.0	129.3	138.5
Saint John.....	125.7	127.0	128.1	121.4	137.4	116.6	123.8	142.3
Montreal.....	124.9	126.2	126.9	124.8	144.7	105.1	119.7	136.3
Ottawa.....	126.0	126.6	127.2	120.4	146.9	113.1	121.0	136.3
Toronto.....	128.9	128.1	128.8	119.0	153.9	113.5	122.8	137.0
Winnipeg.....	122.7	123.1	123.4	117.9	132.2	115.6	119.3	132.4
Saskatoon—Regina.....	122.2	122.7	123.5	120.3	123.3	119.7	124.4	128.3
Edmonton—Calgary.....	121.3	122.6	122.8	117.5	124.9	117.6	123.0	131.3
Vancouver.....	125.1	126.7	127.2	120.3	138.4	113.8	130.5	135.5

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on this series see page 542, May issue.

TABLE G-1.—STRIKES AND LOCKOUTS, 1954-1959

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1954.....	156	174	62,250	1,475,200	0.15
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,881	0.14
*1958.....	251	260	107,497	2,879,120	0.24
*1958: August.....	25	54	18,495	255,360	0.25
September.....	26	56	48,444	491,280	0.49
October.....	19	48	41,537	857,390	0.85
November.....	28	49	26,898	281,525	0.28
December.....	5	31	18,129	243,105	0.24
*1959: January.....	14	38	13,739	158,730	0.16
February.....	9	29	7,068	123,175	0.12
March.....	16	31	20,973	95,430	0.10
April.....	12	22	8,747	72,340	0.07
May.....	20	32	5,359	60,825	0.06
June.....	30	43	8,432	57,320	0.06
July.....	26	42	41,417	685,505	0.65
August.....	28	47	38,656	667,960	0.63

* Preliminary.

TABLE G-2.—STRIKES AND LOCKOUTS AUGUST 1959, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	3	25,019	550,475
Fishing.....	1	5,000	35,000
Mining.....	3	565	3,620
Manufacturing.....	20	6,282	65,175
Construction.....	10	1,551	12,145
Transportation, etc.....	3	141	705
Public utilities.....	1	19	55
Trade.....	4	39	395
Service.....	2	40	390
All industries.....	47	38,656	667,960

TABLE G-3.—STRIKES AND LOCKOUTS AUGUST 1959, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	.....	.....	.....
Prince Edward Island.....	.....	.....	.....
Nova Scotia.....	1	320	320
New Brunswick.....	.....	.....	.....
Quebec.....	9	1,193	12,120
Ontario.....	20	2,551	34,560
Manitoba.....	.....	.....	.....
Saskatchewan.....	1	154	1,845
Alberta.....	1	92	90
British Columbia.....	15	34,346	619,025
Federal.....	.....	.....	.....
All jurisdictions.....	47	38,656	667,960

**TABLE G-4.—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
AUGUST 1959**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			August	Accu- mulated		
LOGGING— Logging and Sawmill Operations, Coastal and Lower Mainland, B.C.	Woodworkers, various locals (AFL-CIO/CLC)	25,000	550,000	1,144,000	July 6	Wages~
FISHING— Fisheries Association of B.C. British Columbia Coast.	United Fishermen Loc. 44 (Ind.)	5,000	35,000	65,000	July 25 Aug. 9	Salmon prices~A two year contract giving 3 cent increase for sockeye this year and one cent next year.
MINING— Marmoraton Mining Co., Marmora, Ont.	Steelworkers Loc. 4854 (AFL-CIO/CLC)	153	3,210	6,510	July 15	Wages, fringe benefits~
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. Loc. 4535(Ind.)	320	320	320	Aug. 4 Aug. 5	Reduction of workers due to new methods of opera- tion~Return of workers, further negotiations.
MANUFACTURING— Food and Beverages— Fisheries Association of B.C. British Columbia Coast.	United Fishermen, vari- ous locals (Ind.)	3,700	28,900	38,150	July 29 Aug. 10	Wages, working conditions ~Wage increases in all categories; 17¢ an hour over a two year period for male shoreworkers.
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. Loc. 333 (CLC)	600	8,700	8,700	Aug. 11	Wages, seniority~
Textile Products— Montrose Worsteds Mills, Granby, Que.	Textile Wkrs. (CCCL)	255	510	510	Aug. 10 Aug. 12	Increase in work load, grievances~ 4¢ an hour increase.
Clothing (Textile and Fur)— CanaDay Apparel, Moose Jaw, Sask.	United Garment Wkrs. Loc. 396 (AFL-CIO/CLC)	154	1,845	1,845	Aug. 14	Wages for time and piece workers~
Wood Products— Hunting-Meritt Shingle Divi- sion of Canadian Forest Pro- ducts, Vancouver, B.C.	Carpenters Loc. 2802 (AFL-CIO/CLC)	150	675	675	Aug. 5 Aug. 11	Men refused to handle alleged "hot" logs~Agreed to use logs now in booms.
Iron and Steel Products— John Inglis, Toronto, Ont.	Steelworkers Loc. 2900 (AFL-CIO/CLC)	685	14,385	23,975	July 14	Wages~
American Standard Products, Windsor, Ont.	Auto Wkrs. Loc. 195 (AFL-CIO/CLC)	177	2,475	2,475	Aug. 12	Wages, supplementary un- employment benefits, other changes~
Electrical Apparatus and Supplies— Robbins & Myers Co. of Canada, Brantford, Ont.	Auto Wkrs. Loc. 397 (AFL-CIO/CLC)	117	2,455	8,875	May 21	Wages~
Non-Metallic Mineral Products— Clayburn-Harblson, Abbotsford, Kilgard and Vancouver, B.C.	Brick, Clay Wkrs. Loc. 629 (AFL-CIO/CLC)	158	1,735	1,735	Aug. 13	Wages, vacations~
CONSTRUCTION— General Contractors Association, British Columbia,	Bridge, Structural Wkrs. Loc. 97 (AFL-CIO/CLC)	200	1,600	6,580	June 22 Aug. 13	Wages~57¢ an hour in- crease over 27-month period.
Windsor Sheet Metal Contrac- tors, Windsor, Ont.	Sheet Metal Wkrs. Loc. 235 (AFL-CIO/CLC)	450	4,150	5,300	July 28	Wages~
Lummus Co. of Canada, Ville d'Anjou, Que.	Plumbers Loc. 144 (AFL- CIO/CLC)	185 (430)	460	460	Aug. 7 Aug. 12	Demanding only welders as foremen~Company agreed to hire only weld- ers as foremen.

**TABLE G-4.—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
AUGUST 1959**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			August	Accu- mulated		
Windsor Plumbing and Heating Contractors, Windsor and Area, Ont.	Plumbers Loc. 552 (AFL- CIO/CLC)	300	3,600	3,600	Aug. 10 Aug. 26	Wages~Wage increase totalling 35¢ an hour; 15¢ immediately; 15¢ Jan. 1, 1960; 5¢ June 1, 1960.
Ten Tile and Terrazo Contrac- tors, Toronto, Ont.	Bricklayers Loc. 56 (AFL- CIO/CLC)	350 (225)	1,750	1,750	Aug. 10 Aug. 17	Wages~10¢ an hour in- crease, plus 10¢ May 1, 1960, a further 6¢ an hour with 9¢ an hour for ma- chine operators Nov. 1, 1960.
TRANSPORTATION, ETC.— Hoar Transport Co., Toronto, Ont.	Teamsters Loc. 938 (CLC)	100	250	250	Aug. 10 Aug. 12	Grievance~Return of workers, pending discus- sion of grievance.

Figures in parentheses show the number of workers indirectly affected.

H—Industrial Accidents

TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE SECOND QUARTER OF 1959 BY GROUP OF INDUSTRIES AND CAUSES

	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....				2									2
Struck by—													
(a) Tools, machinery, cranes, etc.....	1	2	1		1	2		1					8
(b) Moving vehicles.....		1		2	2	4	1	3			1		14
(c) Other objects.....		19		12	3	5	1	1			1		42
Caught In, On or Between Machinery, Vehicles, etc.....		1		4	5	5		4			1		20
Collisions, Derailments, Wrecks, etc.....	7	4	35	4	3	2	1	12	3				71
Falls and Slips—													
(a) Falls on same level.....													
(b) Falls to different levels.....	2	3	1	2	6	13	1	8	2		2		40
Conflagrations, Temperature Extremes and Explosions.....	2			1	4	8	1		1				17
Inhalation, Absorptions, Asphyxiation and Industrial Diseases.....				11	5								16
Electric Current.....	1				4	6	4				1		16
Over-exertion.....					1	1		1			2		5
Miscellaneous Accidents.....				1						1	1		3
Total, Second Quarter—1959.....	13	30	37	39	34	46	9	30	6	1	9		254
Total, Second Quarter—1958.....	26	34	20	43	38	80	5	49	8	1	20		324

TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1959

	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....					2	7	1	2	1			13
Logging.....					2	3		1	1	23		30
Fishing and Trapping.....		2	1	34								37
Mining and Quarrying.....	1		3		4	19	2					39
Manufacturing.....			1	1	3	18		2		9		34
Construction.....	2		3	1	7	17	5	4	1	6		46
Public Utilities.....			1		1	3	1		2	1		
Transportation, Storage and Communications.....			2			11						14
Trade.....						5	1					
Finance.....					1							1
Service.....						4			1	4		9
Unclassified.....												
Total.....	3	2	11	36	24	87	12	13	6	60		254*

* Of this total 165 fatalities were reported by the 10 provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 89 were obtained from other, non-official sources.



GOVERNMENT OF CANADA

THE

ABOUT AZETTE



Salaries, etc., of Women University Teachers (p. 1169)

Published Monthly by the
DEPARTMENT OF LABOUR
CANADA

Vol. LIX

No. 11

NOVEMBER 30, 1959

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor

W. S. Drinkwater

Editor, French Edition

Guy de Merlis

Assistant Editor

W. R. Channon

Circulation Manager

J. E. Abbey

Cover Photograph

Courtesy of

Queen's University

School of Nursing

Vol. LIX, No. 11	CONTENTS	November 30, 1959
Employment Review		1125
Collective Bargaining Review		1138
Notes of Current Interest		1144
Productivity and Employment		1152
Education and Training for the Unemployed		1154
Changes in Public Assistance Legislation, 1959		1155
30th Annual Meeting of the Canadian Chamber of Commerce		1161
Salaries, Qualifications of Women Teaching in Universities ..		1169
Women Working for Pay in Japan		1171
Minister's Campaign to Create Jobs for Older Workers		1172
50 Years Ago This Month		1174
Teamwork in Industry		1175
Industrial Relations:		
Certification Proceedings		1176
Conciliation Proceedings		1178
Labour Law:		
U.S. Labor-Management Reporting and Disclosure Act of 1959		1181
Legal Decision Affecting Labour		1184
Canadian Association, Administrators of Labour Legislation ..		1187
United Kingdom Factories Act, 1959		1188
Unemployment Insurance:		
Monthly Report on Operation		1190
Decisions of the Umpire		1191
Labour Conditions in Federal Government Contracts		1194
Prices and the Cost of Living		1200
Publications Recently Received in Department's Library		1202
Labour Statistics		1208

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Current Situation

Employment fell off between September and October, but not as much as usual at this time of the year. Allowing for average seasonal change, employment in October was somewhat higher than in September, a continuation of the irregular upward movement that has been evident since the beginning of the year. The margin over last year was maintained at about 3 per cent, with gains in all regions and in most industries.

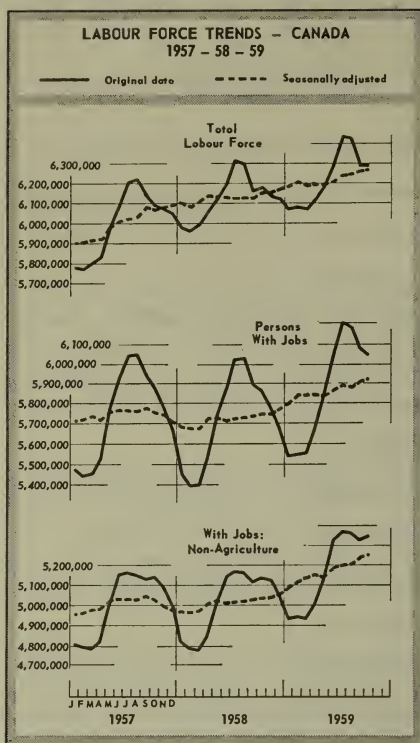
During the month activity fell off most noticeably in farming areas. Early snowfall in the Prairie Provinces badly disrupted harvest operations and caused a considerable crop loss. However, the cut-back in farm employment in the region was about the same as the average of the past four years. In all regions the decline in farm employment over the month amounted to 52,000, which again was close to the four-year average.

Increased labour demands in other industries reduced the over-all employment decline. The main strength was in retail trade, most stores evidently anticipating a heavy Christmas trade. Hiring of forestry workers in Quebec and northern Ontario was also considerably more active than last year. In non-farm industries as a whole the margin over last year was a substantial 4.3 per cent.

Since mid-year the growth of the labour force (seasonal variations apart) has picked up slightly after having been fairly stable during the first six months. The year-to-year increase over the most recent four-month period has equalled the long-term average of 2 per cent. The main factor in the recent rise in the growth rate appears to be that the number of young people reaching working age is increasing more rapidly than in the recent past. Of the entire working-age population, the proportion participating in the labour force did not change significantly during this period. Nor has immigration made any significant contribution to the labour force in this period: in the third quarter the number of arrivals was down to 28,000, the lowest third-quarter total since 1955.

The latter half of the month was featured by a slackening in automobile production brought about by the U.S. steel strike and the resulting shortages of imported steel components. In all, layoffs attributable directly or indirectly to the steel strike amounted to more than 12,000 workers. These layoffs were not reflected in the October labour force estimates but will likely show up in the November figures.

Unemployment increased moderately between September and October, layoffs in Ontario contributing to a somewhat accelerated rise towards the end of the month. As measured by the number of those "without jobs and seeking work," unemployment at mid-month totalled 237,000, up 24,000 over the month but 76,000 less than last year. The numbers on temporary layoff and on short time were down slightly from a year ago. The average duration was



about the same as last year: of those without jobs in October, 90,000 had been seeking work for less than one month, 87,000 from one to three months and 60,000 for four months or more.

NES Operations Reflect Demand for Workers

The strengthening demand for labour this year has been reflected in the placement operations of the National Employment Service. This year, vacancies reported by employers were from 12 to 35 per cent above the corresponding monthly totals of 1958. The greatest relative increases occurred in August and September; in October there was a drop, although the total was still well ahead of a year earlier. As a consequence of the increase in vacancies reported, the number of vacancies not filled and remaining on file was also higher than in 1958.

At the end of October the industry providing the biggest year-to-year increase in employment opportunities was forestry, the number of workers still required being several times last year's low figure. Transportation and construction vacancies were up about 80 and 65 per cent respectively. Mining, manufacturing, and trade vacancies on file increased in the 12-month period by roughly 50 per cent, which percentage was near the national average for all industries. The increase in services amounted to about 30 per cent, while agricultural vacancies showed a small drop from last year.

At the end of October, Quebec and the Pacific region, where forestry is relatively important, registered the largest increases over the 1958 vacancies on file, with changes amounting to about 90 per cent and 50 per cent respectively. The Prairie, Ontario and Atlantic regions followed in that order with increases of 30 to 40 per cent.

Industrial, Regional Developments since 1957

A review of past changes in employment reveals a considerable difference in the impact of the recession on various industrial and geographic sectors of the country. Most noticeable is the disproportionate growth in the service industry in the Prairie region, and in the number of women with jobs. This is not too readily apparent in comparison with last year but is clearly revealed when present employment levels are compared with those of two years ago (see table).

During the past year, recovery has been concentrated in the goods-producing industries. Within this group, production and employment gains have been fairly widespread. Of the 17 major industries that make up the

index of manufacturing production, only four failed to show higher levels of output in August than at the turn of the year and, in one of these, the decline reflected the industrial dispute on the West Coast rather than any slackening in demand. In goods-producing industries other than manufacturing, coal mining was about the only major industry to suffer a serious setback. In the remainder, production and employment are currently higher or only slightly lower than a year ago. Forestry and construction have both made notable gains over the year.

Employment Changes 1957-1959*

	October, 1957 000's	October, 1959 000's	Change 000's
Total	5,880	6,053	+173
Non-Agricultural Industries	5,137	5,355	+218
Agriculture	743	698	— 45
Manufacturing	1,518	1,543	+ 25
Construction	503	503	—
Trade	919	975	+ 56
Services	1,223	1,367	+144
Male	4,440	4,504	+ 64
Female	1,440	1,549	+109
Atlantic	529	530	+ 1
Quebec	1,620	1,673	+ 53
Ontario	2,186	2,242	+ 56
Prairie	1,024	1,065	+ 41
Pacific	521	543	+ 22

*DBS Labour Force Survey.

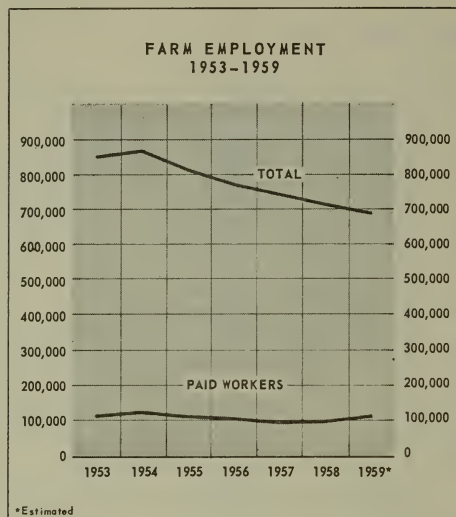
The importance of the trade and service industries in maintaining the total demand for labour during the recession is clearly illustrated by comparing current employment with that of two years ago. Since 1957 employment in these two industries has expanded by 6 per cent and 12 per cent respectively, and has accounted for 200,000 of the net employment increase of 218,000 in non-farm industries. In the rapidly expanding service industry, about four fifths of the gain has been in community service and government.

Over the two-year period, women's employment has grown by 8 per cent, compared with an increase of a little over 1 per cent for males. This reflects, to a large extent, the rapid growth of services and trade, since these industries employ a relatively high proportion of female workers.

The four western provinces have enjoyed the greatest relative employment expansion. In the Prairie region, which was only mildly affected by the recession, the gains have been particularly impressive. Moreover, the shift from farm to non-farm industries has been more marked in this region than in any other. A comparison of *non-farm* employment over the past two years shows that the Prairie region has increased by 10 per cent, the Quebec and Pacific regions by 4 per cent, Ontario by 3 per cent and the Atlantic region by 1 per cent.

The recovery of the past year, particularly in manufacturing, has had a marked impact in Ontario and Quebec, boosting employment levels above their 1957 levels by margins of 2 to 3 per cent. In the Atlantic region, however, the additional demands of the past year have been just strong enough to recoup the employment losses of last year.

Farm Labour Employment in 1959



Employment in primary agriculture continued to decline in 1959, but the rate of decline was much slower than it has been in any year since 1955. From January to October this year the number of persons with jobs in agriculture averaged 706,000, compared with 726,000 for the same ten months in 1958 and 758,000 during the comparable period of 1957. On a percentage basis the decline between 1958 and 1959 has averaged only 2.8 per cent, compared with a 4.2 per cent decline between 1957 and 1958.

Although the numbers of self-employed farm operators and unpaid family workers continued to decline, there has been a noticeable increase

in the number of paid workers employed in agriculture this year. During the first nine months of 1959 there was an average of 113,000 paid workers on farms in Canada, compared with an average of 100,000 during the same period of 1958. On a regional basis, the increase in paid farm workers was largest in Quebec but, except for the Maritime Provinces, there was some increase in the other regions as well.

One of the interesting features of farm employment in 1958 was the increase in female workers over the number employed in other recent years. This trend was reversed in 1959. During the first ten months of 1959 the number of women with jobs in agriculture declined to 51,000 from the average of 55,000 for the same period of 1958. Despite this decline, however, the number of female workers remained higher than it has been in other years since 1953.

During the first six months of 1959, net income of farm operators from farm production was \$177 million, compared with \$143 million for the same period of 1958. The gain in net income was largely due to higher cash returns from sales of flaxseed, tobacco, barley, hogs, poultry meat and dairy products, and larger Canadian Wheat Board payments on previous years' grain crops. In addition, farmers in the Prairie Provinces had higher receipts than during the first six months of 1958, under the provisions of the Prairie Farm Assistance Act and the Western Grain Producers' Acreage Payments.

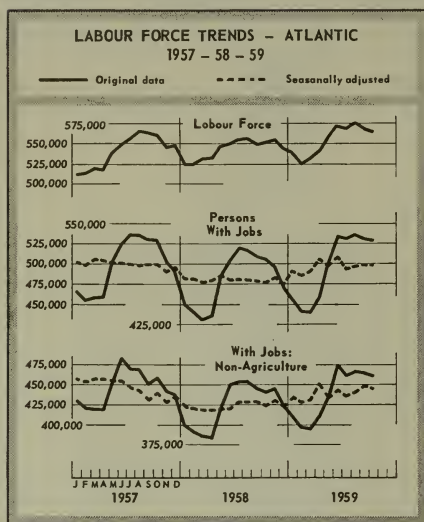
CLASSIFICATION OF LABOUR MARKET AREAS—OCTOBER 1959

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Vancouver- New Westminster Windsor	Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull Quebec-Levis St. John's Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)		Brantford Cornwall JOLIETTE ← Lac St. Jean New Glasgow Oshawa Peterborough Rouyn-Val d'Or Shawinigan Sherbrooke TROIS RIVIERES ← Victoria	Corner Brook Farnham-Granby Fort William- Port Arthur Guelph Kingston Kitchener London Moncton Niagara Peninsula Saint John Sarnia Sudbury Sydney Timmins-Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Barrie THETFORD- MEGANTIC- ST. GEORGES ←	Brandon Chatham Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Riviere du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)		Brampton BRIDGEWATER ← Newcastle OKANAGAN VALLEY ← PORTAGE LA PRAIRIE ← Prince George PRINCE RUPERT ← RIMOUSKI ← STE. AGATHE- ST. JEROME ← St. Hyacinthe ST. JEAN ← ST. STEPHEN ← SOREL ← Valleyfield VICTORIAVILLE ←	Bathurst Beauharnois Belleville-Trenton Bracebridge Campbellton Central Vancouver Island ← Chilliwack Cranbrook ← Dauphin ← Dawson Creek Drumheller ← Drummondville Edmundston ← Fredericton ← Galt ← Gaspé Goderich Grand Falls Kamloops Kentville Kitimat Lachute-St. Thérèse Lindsay Listowel Medicine Hat Montmagny North Bay Owen Sound Pembroke Quebec North Shore St. Thomas Sault Ste. Marie Simcoe Stratford Summerside Swift Current Trail-Nelson Truro Walkerton Weyburn Woodstock, N.B. Woodstock-Tillsonburg Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see inside back cover.

Employment Situation in Local Areas

ATLANTIC



Employment in the Atlantic region remained stable during October. An estimated 530,000 persons had jobs, 25,000 more than a year before. The construction industry showed continuing strength, resulting in a strong demand for skilled tradesmen in all parts of the region. The most significant development in manufacturing during the month was the rising trend of production in the iron and steel products industry. At the Sydney steel plant production rose to 85 per cent of capacity, bringing about an increase in employment; altogether some 350 workers have been recalled at this plant since the beginning of the year.

Increased construction activity was the dominant factor in the year-to-year

employment expansion. In all four provinces in the region the construction industry was more active than in the previous year. There was an improvement in residential and non-residential construction alike. In contrast to other parts of Canada, the number of housing units started has remained ahead of last year.

Manufacturing employment in the region was slightly higher than last year, with pulp and paper mills, saw and planing mills showing the largest gains. Employment in the iron and steel industry was close to last year's level but well below the pre-recession peak. Shipyard activity was considerably lower than a year ago.

The trade, service and distributive industries expanded over the year in all four provinces. Employment in forestry also showed some improvement, although it was still well below the 1956-58 average. Coal mining employment showed a sizable year-to-year decline; at latest report it was 11 per cent lower than last year.

Unemployment in the region was sharply lower than last year in almost all areas. Only two areas were reclassified during the month, both to a category denoting higher unemployment. At the end of October, the area classification was as follows (last year's figures in brackets): in substantial surplus, 0 (2); in moderate surplus, 4 (14); in balance, 17 (5).

Local Area Developments

St. John's (metropolitan) remained in Group 3. Employment was maintained at a high level in this area. The construction industry was buoyant, registering a year-to-year employment gain of 45 per cent. The outlook in mining improved following the recent announcement that no further production cutbacks would be made at the Bell Island mines during the balance of the year; these ore

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	October 1959	October 1958	October 1959	October 1958	October 1959	October 1958	October 1959	October 1958
Metropolitan.....	—	1	2	5	10	6	—	—
Major Industrial.....	—	1	12	21	14	4	—	—
Major Agricultural.....	—	—	2	3	12	11	—	—
Minor.....	—	2	15	33	43	23	—	—
Total.....	—	4	31	62	79	44	—	—

mines have been experiencing a series of shutdowns since mid-1958. Total industrial employment was about 10 per cent higher than a year before. Unemployment in October was markedly lower than last year; registrations at the NES office were down more than one-third.

Halifax (metropolitan) remained in Group 3. The employment situation changed little during October. Job opportunities were more plentiful than a year before in almost all industries. Shipbuilding was an exception; the work force was only 60 per cent of the year-earlier figure. The most marked improvement over the year occurred in construction. As a result of the high level of construction activity, shortages of certain skilled tradesmen have developed during the past few months; plasterers, bricklayers and stone masons, in particular, were scarce.

Bridgewater and Woodstock (minor) were reclassified from Group 3 to Group 2.

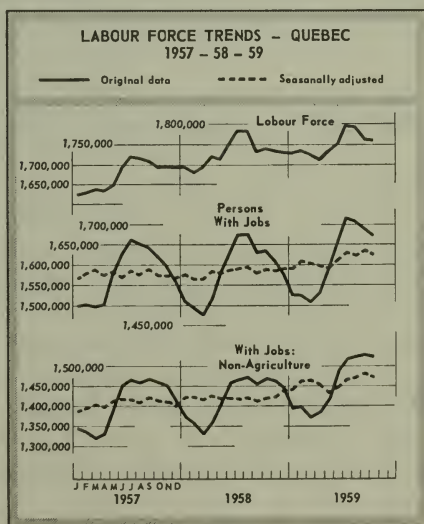
QUEBEC

Employment declined seasonally in the Quebec region between September and October. In October, the number of persons with jobs was estimated at 1,673,000, some 18,000 fewer than in September but 38,000 more than a year earlier.

Two thirds of the decline in October occurred in farm employment; the amount of the decrease was about the same as the previous three-year average for this month.

Employment in non-farm industries in Quebec increased by some 54,000 or about 3.7 per cent over the year, compared with the 4.3 per cent increase for Canada as a whole. Almost all industries in the region contributed to this increase.

In the mining industry, the iron ore sector was the biggest contributor to the rise in employment. Iron ore shipments during the first nine months of the year from mines in Quebec totalled 8.3 million tons compared with 4.5



million tons a year ago, an increase of 84 per cent. In asbestos mining, production and employment have also been maintained at a higher level than last year.

Employment in forest industries continued to increase seasonally and was at a markedly higher level than a year ago; layoffs in sawmills were more than offset by new hirings in pulpwood logging.

Total construction employment continued at a slightly lower level than a year earlier, although well maintained for this time of the year. Residential building, which was lower than a year ago during the late summer months, showed a non-seasonal increase in October. Recent starts of several large projects helped to maintain a high level of activity in non-residential construction. In the Lac St. Jean district work is being resumed, after a delay of two years, on a \$20 million project to divert the Onestagan River to feed the Chute des Passes reservoir. Work started also at the new hydro electric project on the Ottawa River. At Sorel, commercial and industrial projects underway amounted to about \$30 million.

Employment in manufacturing remained at a higher level than last year, with increased activity in nearly all of its components. There were the customary staff reductions for this time of the year in secondary textile plants, the leather industry and the shipyards. The Aluminum Company of Canada at Arvida reopened a pot-line at an aluminum smelter and recalled 125 employees.

Production was well maintained in the pulp and paper industry. Newsprint shipments to all markets in the January-September period were 4.7 per cent higher than in the same period in 1958. The increase in production, however, was not reflected in an equal gain in employment; at latest report employment in the industry was only 1 per cent higher than a year earlier.

Unemployment increased moderately in the region but was well below the level of the previous year. At the end of October, the area classification was as follows (last year's figures in brackets): in substantial surplus, 0 (1); in moderate surplus, 14 (19); in balance, 10 (4).

Local Area Developments

Montreal and Quebec-Levis (metropolitan) remained in Group 3. There was a slight increase in unemployment in both areas due to seasonal factors.

Joliette and Trois Rivières (major industrial) were reclassified from Group 3 to Group 2. Seasonal layoffs in the construction industry and also in clothing and paper plants contributed to the reclassification.

Thetford Mines-Megantic-St. Georges (major agricultural) was reclassified from Group 3 to Group 2. The reclassification was mainly due to a temporary layoff of about 600 asbestos miners, as well as seasonal staff reductions in saw mills, dairy plants and in the construction industry.

Rimouski, Ste. Agathe-St. Jerome, St. Jean, Sorel and Victoriaville (minor) were reclassified from Group 3 to Group 2. Seasonal declines in construction activity, in clothing plants and shipyards were the main contributing factors.

ONTARIO

Employment in Ontario was estimated at 2,242,000 in October, up 17,000 from September and 76,000 from a year earlier. The increase during the month was entirely in non-farm industries, more than offsetting a small

decline in farm employment. Most of the gain was in women's employment, reportedly because of a brisk demand for retail sales help, and a later-than-usual processing period for fruits and vegetables in some districts.

Employment in the region was 3½ per cent higher than last year, with increases in almost all industries. The increase from October 1957 was 2.5 per cent, and occurred mainly in trade, finance, and services. Among the goods-producing industries, the only substantial margin over 1957 was in the mining industry (mainly uranium mining) and in the production of iron and steel products (mainly because of a recovery in agricultural implements).

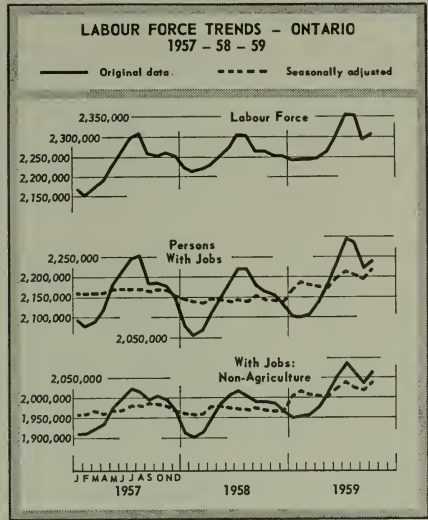
The transportation equipment industry group remained at a lower level than last year, the latest reported figures indicating a gap of 17 per cent. The loss in jobs was mostly in aircraft manufacturing and, to a smaller extent, in the manufacture of railway rolling stock. The automobile industry was employing more workers than last year, although not as many more as the gain in output (one-third in October) would indicate. Operations fell off towards the end of the month as a result of the U.S. steel strike; layoffs attributable directly or indirectly to steel shortages amounted in late October and early November to about 11,000 workers. Most of the workers released were in Oshawa and in the Niagara Peninsula.

Apart from these centres, slackening in activity was confined mainly to agricultural areas. In the northern parts of the province, labour demand was generally more buoyant than last year, particularly in forestry. Altogether, unemployment was considerably lower than last year in one third of the 34 labour market areas of the region. The classification of these areas at the end of October was as follows (last year's figures in brackets): in substantial surplus, 0 (1); in moderate surplus, 7 (18); in balance, 27 (15).

Local Area Developments

Toronto (metropolitan) remained in Group 3. Employment was slightly higher than last year in all industries except aircraft, clothing, and public utilities operations. In Weston, where most of the aircraft workers are located, unemployment was still much higher than a year ago. In most other parts of the area, hiring held up well for the time of year and staffs generally were reported to be higher than a year earlier. Registrations at all NES offices in the area were 9 per cent lower than last year.

Windsor (metropolitan) remained in Group 2. Industrial employment in August was up more than 10 per cent over last year, with gains in auto manufacturing, fruit and vegetable manufacturing and iron and steel products. Unemployment was lower than at any corresponding period in the past four years; registrations were only a little more than two thirds of the year-earlier total.

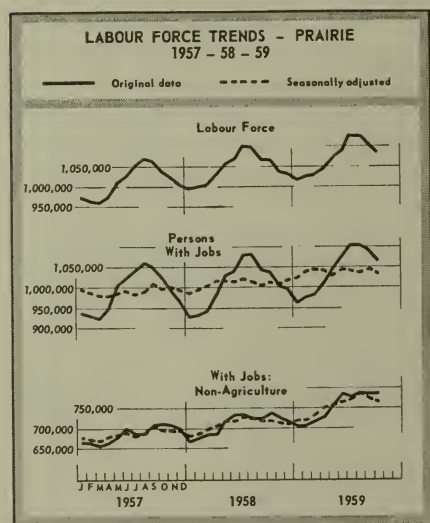


Hamilton (metropolitan) remained in Group 3. Steel production continued at capacity levels, and plans for immediate expansion were announced during the month. Total employment in the area has advanced steadily through the year, in spite of a drop in the number employed in clothing and textiles. Upon completion of an order for railway box cars, National Steel Car Corporation started a progressive release of 750 workers at the month-end. Unemployment in October was a little higher than in September and much lower, of course, than a year ago, when the steel strike was on.

Oshawa (major industrial) remained in Group 2. A shortage of imported steel resulted in a layoff of some 8,000 workers at the end of the month. Apart from this temporary hold-up in production, the employment picture in the area is far brighter than last year. Unemployment was down to less than half the year-earlier figure. There were reported shortages of engineers, and skilled tradesmen in automobile manufacturing and other industries.

Niagara Peninsula (major industrial) remained in Group 3. Two thousand workers were released by McKinnon Industries Ltd. at the month-end because of the U.S. steel strike, and another 600 were scheduled to be laid off early in November. Before these layoffs, employment in the area was well above the year-earlier figure, in spite of a marked drop in construction.

PRAIRIE



Extremely wet weather continued from September through October in the Prairie Provinces. Several snowstorms diminished prospects of harvesting the substantial part of the crop still on the ground and more of the farm labour force was released. These layoffs, roughly equal to the usual after-harvest changes in October, brought the estimate of job holders in the region down by 26,000 to 1,065,000. Non-farm employment held steady from the month before and was 45,000 higher than in October 1958.

Non-agricultural employment was sustained by buoyancy in manufacturing and construction; the seasonal declines in these industries did not appear as early as usual this year. They held near

the record employment level of August, when manufacturing was higher by 5 per cent over 1958 and by 3 per cent over 1957; construction showed a gain of 12 per cent over 1958 and 17 per cent over 1957.

The movement of oil drilling rigs was restricted in some parts of the region by soft ground. Although the number of rigs in operation was up by 15 per cent from the same time last year and by 5 per cent from last month, exploration crews were down by one-third over the year and by 10 per cent from mid-summer.

In the irrigated area of southern Alberta, the harvesting of sugar beets and other crops proceeded through the month in spite of bad weather, and canneries were nearing completion of their schedules, having been in full operation since the middle of August. The sugar beet factories were employing about three times the normal complement of workers.

Unemployment began its seasonal increase during the month, with the largest relative changes in smaller centres mainly dependent on agriculture. In larger centres also, unemployment increased as a result of a movement of men from farms to look for work, chiefly in construction and forestry. One labour market area was reclassified from the balanced to the moderate labour surplus category. At the end of October the classification of the 20 areas was as follows (last year's figures in brackets): in moderate surplus, 1 (4); in balance, 19 (16).

Local Area Developments

Calgary and Edmonton (metropolitan) remained in Group 3. Manufacturers, particularly of clothing, experienced high levels of activity, with employment in the industry almost 10 per cent higher than a year earlier in both centres. Iron and steel plants were generally busy except for some producers of specialized products. Bad roads temporarily affected some saw and planer mills. Inland water transportation in the north ceased for the winter, many of the men laid off being absorbed into work such as logging and wood cutting.

Winnipeg (metropolitan) remained in Group 3. Employment in smaller manufacturing concerns was stronger than usual in October. Minor shortages of steel occurred; the end of seasonal production in some of the needle trades reduced slightly the demand for workers. In the north, men were being laid off at Kelsey as the large hydro project neared completion but a heavy construction schedule is expected to be maintained through the winter at Thompson.

Fort William-Port Arthur (major industrial) remained in Group 3. Layoffs continued at the bus and aircraft plant. Grain elevators hired some men; prairie crop losses were not expected to have any immediate effect. Roughly double last year's totals of iron ore were mined and shipped through the Lakehead this year to the end of October.

Saskatoon (major agricultural) remained in Group 3. Earth moving operations at the dam on the South Saskatchewan River ended in October but other construction is to continue through the winter. Longshoremen and other workers returned from Churchill at the end of a record navigation season.

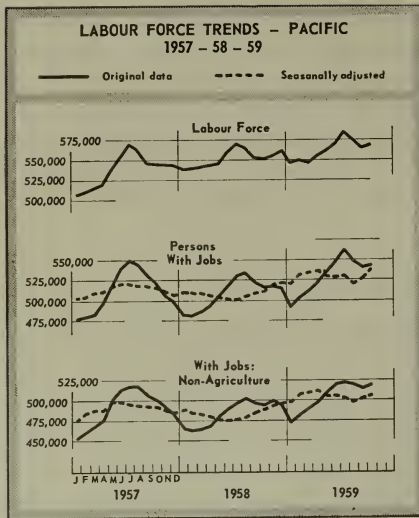
Portage la Prairie (minor) was reclassified from Group 3 to Group 2. Very heavy snow caused a marked decline in employment in agriculture and construction.

PACIFIC

Employment was relatively stable in the Pacific region during October. Non-agricultural industries accounted for virtually all of the 26,000 increase from October 1958, which brought the employment total to 543,000. Over the month the number of farm workers declined slightly but this decrease was offset by a gain in other industries as the settlement in mid-September of the coastal lumber workers' strike continued to add buoyancy to economic activity.

Vegetable and apple picking neared completion at the end of the month. Wet weather caused delays in the gathering of hay crops for stock ranches, especially in the northern part of the region, and some spoilage occurred. Salmon, herring, and other fishing catches were generally good.

The backlog of demand for lumber resulting from the mid-summer strike in logging, sawmilling, shingle production and plywood manufacturing kept these industries at high employment levels through the month. Sawyers for shingle



mills and riggers were in short supply. Some weakening in lumber prices was evident, but this had no visible effect on the demand for workers.

In manufacturing other than saw-milling and plywood production some opposing trends were evident. Demand for pulp and paper was higher in October, and fish, vegetable, and fruit processing plants were busy until late in the month, when some layoffs occurred. Some garment manufacturers experienced difficulty in locating sufficient trained personnel to meet heavy production schedules and makers of laminated wood products and furniture were at top capacity filling orders that had accumulated earlier. Aluminum production

at Kitimat increased, resulting in some movement of workers from other parts of the region. The favourable employment levels in machine shops supplying equipment for the lumbering industry continued from the month before, but some layoffs took place in plants serving the shipbuilding industry and where work was being completed on steel for some large projects such as the Second Narrows bridge. Minor production difficulties also developed as a result of the steel strike in the United States. Further layoffs took place in shipyards, where repair work accounted for most of the business on hand.

The mining of coal and iron for export to Japan increased. In oil drilling, the number of rigs in operation was well up from a year earlier. Construction was at a favourable seasonal level in spite of wet weather and some decline recently in housing starts. More than 500 men were employed at the site of a pulp mill under construction near Castlegar.

Two labour market areas were reclassified during the month into categories of increased unemployment. At the end of October the 11 area classifications were as follows (last year's figures in brackets): in moderate surplus, 5 (7); in balance, 6 (4).

Local Area Developments

Vancouver-New Westminster (metropolitan) and **Victoria** (major industrial) remained in Group 2. Layoffs took place in shipyards and in catering establishments but generally industrial employment remained firm. There was some drift of workers from farms to look for winter work. Coastal ferries reduced staff on change-over to winter schedules. Terminal elevators rehired employees laid off during the summer as grain began to arrive in quantity.

Okanagan Valley (minor) was reclassified from Group 3 to Group 2. Agricultural employment declined seasonally on completion of outdoor work, only some apple picking remaining. Lumbering was curtailed somewhat by wet weather.

Prince Rupert (minor) was reclassified from Group 3 to Group 2 due to a seasonal layoff of fish-processing plant workers. Activity in logging continued strong and there was some movement of workers to camps on the Queen Charlotte Islands.

Current Labour Statistics

(Latest available statistics as of November 15, 1959)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Oct. 17	6,290,000	0.0	+ 1.8
Persons with jobs.....	Oct. 17	6,053,000	- 0.4	+ 3.2
Agricultural.....	Oct. 17	698,000	- 6.9	- 4.3
Non-Agriculture.....	Oct. 17	5,355,000	+ 0.5	+ 4.3
Paid Workers.....	Oct. 17	4,921,000	+ 0.2	+ 4.9
Usually work 35 hours or more.....	Oct. 17	5,641,000	- 1.2	+ 3.0
At work 35 hours or more.....	Oct. 17	3,628,000 (c)	-32.5	+ 4.3 (c)
At work less than 35 hours, or not at work due to short time and turnover.	Oct. 17	67,000	+11.7	-10.7
for other reasons.....	Oct. 17	1,932,000 (c)	+626.3	+ 1.1 (c)
Not at work due to temporary layoff....	Oct. 17	14,000	+16.7	-12.5
Usually work less than 35 hours.....	Oct. 17	412,000	+11.7	+ 7.0
Without jobs and seeking work.....	Oct. 17	237,000	+11.3	-24.3
<i>Registered for work, NES (b)</i>				
Atlantic.....	Oct. 15	26,200	+ 4.0	-20.9
Quebec.....	Oct. 15	79,300	+ 5.9	-22.6
Ontario.....	Oct. 15	96,400	+ 1.5	-22.5
Prairie.....	Oct. 15	31,900	+14.3	-17.8
Pacific.....	Oct. 15	36,900	+ 3.7	-15.8
Total, all regions.....	Oct. 15	270,700	+ 4.7	-21.0
Claimants for Unemployment Insurance bene- fit.....	Sept. 30	201,598	- 4.0	-28.7
Amount of benefit payments.....	Sept.	\$13,371,386	+ 1.9	-32.7
Industrial employment (1949 = 100).....	August	124.2	+ 0.9	+ 2.0
Manufacturing employment (1949 = 100).....	August	113.4	+ 1.1	+ 1.7
Immigration.....	1st9mos/59	85,355	—	-14.8
Destined to the labour force.....	1st9mos/59	43,943	—	-16.2
<i>Conciliation Services</i>				
Number of cases in progress.....				
Number of workers involved.....				
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	October	29	-12.1	-39.6
No. of workers involved.....	October	7,100	-76.4	-82.9
Duration in man days.....	October	67,012	-76.3	-92.2
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	August	\$73.46	- 0.4	+ 3.9
Average hourly earnings (mfg.).....	August	\$1.70	- 0.6	+ 3.7
Average hours worked per week (mfg.).....	August	41.0	+ 0.5	+ 1.0
Average weekly earnings (mfg.).....	August	\$69.66	- 0.4	+ 4.6
Consumer price index (av. 1949 = 100).....	October	128.0	+ 0.7	+ 1.6
Real weekly earnings (mfg. av. 1949 = 100)....	August	132.0	- 0.8	+ 3.6
Total labour income.....\$000,000	August	1,520	+ 0.8	+ 7.7
<i>Industrial Production</i>				
Total (average 1949 = 100).....	September	171.3	+ 5.8	+ 9.5
Manufacturing.....	September	153.6	+ 5.3	+ 7.9
Durables.....	September	149.0	+ 8.1	+10.6
Non-Durables.....	September	157.6	+ 3.1	+ 5.8

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover.

(b) See inside back cover.

(c) An unusually large number worked less than 35 hours because Thanksgiving Day came in the survey week.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

During October, 78 major agreements covering bargaining units of 500 or more workers were in various stages of negotiation. The sole work stoppage was at the Dominion Textiles mill in Magog, where the strike called by the National Catholic Textile Federation in September continued without promise of early settlement. In addition, negotiations were due to start in November between Canadian railways and the 15 unions representing approximately 115,000 non-operating employees.

One of the major settlements during the month was reached when **Duplate Canada Limited**, manufacturers of glass for Ford, General Motors, and Chrysler, signed a general agreement with the **United Auto Workers** representing a total of 1,000 employees in the Oshawa, Oakville and Windsor plants. At each of the three plants the general agreement was modified to deal with local problems. The agreements provided an increase of 18 cents an hour over three years, made up of 6 cents an hour retroactive to September 7, 1959, plus two additional 6-cent increases effective September 6, 1960 and September 6, 1961. The company agreed to pay the current cost of the welfare program, which included insurance, hospitalization, and medical care, on the understanding that any future increase in the costs of these plans are to be borne by the employees. The vacation schedule was changed from 3 weeks after 15 years of service to 3 weeks after 13 years.

During October, the **Canadian Brotherhood of Railway, Transport, and General Workers** and the **CNR hotels** reached an agreement with the aid of a conciliation officer. Approximately 1,630 employees were affected by the 33-month agreements signed with the Bessborough Hotel, the Fort Garry Hotel, the Chateau Laurier Hotel, the Charlottetown Hotel, Jasper Park Lodge and Hotel Vancouver. Of the six hotels, only the Chateau Laurier and Hotel Vancouver had more than 500 employees and thus the other four hotels have been omitted from the monthly listing in the "Collective Bargaining Scene." Bargaining continued during the month between the same union and representatives from the Chateau Frontenac in Quebec City and the Empress Hotel in Victoria, B.C., both of which are CPR hotels.

Among the negotiations listed at the conciliation officer stage this month, those between the **Consumers Gas Company** and the **International Chemical Workers' Union** proceeded to a conciliation board at the end of October. The union reportedly asked for a 10-per-cent general wage increase. Coupled with the monetary demands was a request that the life insurance coverage, paid jointly by the company and the employees, be increased from \$3,000 to \$5,000. Furthermore, the union asked for 3 weeks paid vacation after 10 years service and 4 weeks after 20 years in lieu of the present provisions for 3 weeks after 15 years and 4 weeks after 30 years.

A major issue in the dispute was the rate of pay for company employees in Ontario areas such as Georgian Bay, Lindsay, Peterborough, and Brockville. The union contended that in a province-wide agreement all workers are entitled to Toronto rates, whereas the company's stand was that local rates should prevail.

Little progress was made during the month in negotiations for new agreements conducted in the Quebec textile industry. Post-conciliation bargaining between the **National Catholic Textile Federation** and the **Dominion Textiles Company** plants at Drummondville, Sherbrooke, and Montmorency failed to produce a mutually acceptable formula for agreement. The 1,800 members of the Magog plant continued the strike that was called during September. Meanwhile, a conciliation board was preparing a report regarding the dispute between the same company and the **United Textile Workers of America**. It was reported that officials of the Textile Federation and the United Textile Workers, both of which are certified bargaining agents for employees in the Dominion Textiles mills, met to discuss the possibility of joint action to hasten the settlement of their outstanding differences with the company.

Collective bargaining was begun by the **Textile Workers Union of America** for a new contract with the **Regent Knitting Mills** of St. Jerome, Que. In Drummondville, the same union failed to reach an agreement with **Canadian Celanese** and reportedly applied for the services of a conciliation officer. The union asked for a general wage increase of 10 cents an hour with a reduction in the work week to 40 hours without change in take-home pay. The company maintained that a general wage increase would not be justified, since all employees could be expected to receive increased incomes resulting from the proposed introduction of revised standards and methods of production, which the company claimed would materially increase productivity. The union contended that the resulting added income should be considered separately from a general wage increase. It was their view that additional profits accruing from improved productivity should be shared by both the company and its employees and insisted that a general wage increase should be provided irrespective of the over-all effects that could be expected from improved production methods.

Appearing in this review is the first of a planned series of tabulations based on major collective agreements covering bargaining units with 500 or more employees. The tabulation presented this month is a review of the wage settlements in the major agreements signed during the first half of 1959, exclusive of the construction industry and those settlements in which wages are based on piece rates only.

More than 218,000 employees were affected by 144 major agreements signed in Canada during the period under review. Nearly 65 per cent of the total were for terms of approximately two to three years, with two-year contracts predominant. The remaining 35 per cent were agreements covering a period of one year.

In nearly two thirds of the one-year settlements, increases in the base rates were from 5 cents to 9.9 cents an hour. Four major one-year agreements, two of which were in coal mining, did not provide for any wage increases. More than half of the two-year settlements granted increases in the base rate ranging from 10 cents to 19.9 cents an hour over the life of the agreements, while nearly three quarters of the major three-year agreements provided for increases in the base rates ranging from 15 cents to 30 cents an hour over the three-year period.

Of the 144 major settlements negotiated during the first six months this year, 77 were signed in manufacturing industries. These were distributed as follows: transportation equipment, 16; iron and steel products, 11; electric apparatus and supplies, 8; foods and beverages, 7; rubber products, 7; printing

and publishing, 5; wood products, 4; chemical products, 4; textiles, 3; and the remainder in the tobacco, leather products, clothing, paper products, non-ferrous metal products, non-metallic mineral products, petroleum products, and miscellaneous manufacturing industries.

There were 20 major settlements in the service industries, covering more than 23,000 employees. Of these, 11 agreements covering 15,000 workers were with municipal authorities, 5 agreements covering approximately 5,000 employees were with hospitals, and the remainder were in other areas of the service industry. Twenty of the major agreements were in the transportation, storage and communications industry. In the other industrial sectors, five major settlements were negotiated with logging firms, five with firms in the retail and wholesale business, six in public utilities, and eleven with firms engaged in mining operations.

WAGE SETTLEMENTS DURING THE FIRST HALF OF 1959

Collective agreements covering 500 or more workers concluded between January 1 and June 30, 1959. Excludes agreements in the construction industry and agreements with wage terms in piece rates only.

Total Wage Increase in Cents per Hour*	Term of Agreements in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
0.....	4	17,200								
0.1—4.9.....	6	11,400			2	2,300				
5.0—9.9.....	32	51,700			14	16,500			2	1,300
10.0—14.9.....	5	5,400	1	800	23	28,800	2	1,800	5	7,900
15.0—19.9.....	2	1,800			14	24,300	2	1,600	6	19,400
20.0—24.9.....	1	2,100			7	10,100			7	6,200
25.0—29.9.....					2	2,400			1	700
30.0 and over.....					2	1,800			4	2,700
Total.....	50	89,600	1	800	64	86,200	4	3,400	25	38,200

* Wage increases shown relate to base rates only. Data on employees covered are approximate; they include all other categories that may be covered by each settlement, in addition to those receiving base rates.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During November and December 1959 and January 1960

(Except those under negotiation in October)

Company and Location	Union
American Can, Ontario and Quebec	CLC-chartered local
Asbestos Corporation, Thetford Mines, Que.	Mining Industry Empl. (CCCL)
L'Association des Marchands Détaillants (Section de l'Auto-Voiture) Quebec, P.Q.	CCCL-chartered local
Bristol Aircraft (western), Winnipeg, Man.	Machinists (AFL-CIO/CLC)
B.C. Electric Railway, Vancouver, B.C.	Office Empl. (AFL-CIO/CLC)
Building Suppliers, Vancouver, B.C.	Teamsters (CLC)
Cdn. Cannery, Vancouver, Penticton, Kelowna, Ashcroft, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Copper Refiners, Montreal, Que.	Metal Refiners (Ind.)
Cdn. Johns-Manville, Asbestos, Que.	Mining Industry Empl. (CCCL)
Cdn. Marconi, Montreal, Que.	Empl. Council (Ind.)
Cdn. Pacific Railway (company-wide)	Porters (AFL-CIO/CLC)
CNR, CPR, other railways (Canada-wide)	15 unions (non-operating empl.)
City of Ottawa, Ont.	Nat. Union Pub. Empl. (CLC)
City of Vancouver, B.C.	Civic Empl. (Ind.) (outside wkrs.)
City of Vancouver, B.C.	Nat. Union Pub. Empl. (CLC) (inside staff)
City of Winnipeg, Man.	Firefighters (AFL-CIO/CLC)
Continental Can, St. Laurent, Que.	CLC-chartered local
Crown Zellerbach, Vancouver, B.C.	Pulp, Sulphite Wkrs. (AFL-CIO/CLC)
De Havilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dominion Glass, Hamilton, Ont.	Glass, Ceramic Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	R.R. & S.S. Clerks (AFL-CIO/CLC)
Firestone Tire and Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Johnson's Asbestos, Thetford Mines, Que.	Mining Industry Empl. (CCCL)
Kelly-Douglas, Vancouver, B.C.	Empl. Assoc. (Ind.)
Metro Board of Police Commissioners, Toronto	Metro. Police Assoc. (Ind.)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC)
Phillips Electrical, Brockville, Ont.	United Electrical Wkrs. (Ind.)
Regina General Hospital, Regina, Sask.	Nat. Union Pub. Empl. (CLC)
Shipping cos. (eastern region)	Cdn. Merchant Service Guild (CLC)
Shipping cos. (eastern region)	Marine Engineers (CLC)
Shipping cos. (eastern region)	Seafarers (AFL-CIO)
Sportswear Mfrs. Guild, Toronto, Ont.	Int. Ladies Garment Wkrs. (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.	Nat. Union Pub. Service Empl. (CLC)
Toronto Transit Commission, Toronto, Ont.	Electric Railway and Motor Coach Empl. (AFL-CIO/CLC)

Part II—Negotiations in Progress During October

Company and Location	Union
Alberta Government Telephones (province-wide)	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Avro Aircraft, Malton, Ont.	Machinists (AFL-CIO/CLC) (technicians)
Bicroft Uranium Mines, Bancroft, Ont.	Steelworkers (AFL-CIO/CLC)
Cab cos. (various), Vancouver, B.C.	Teamsters (CLC)
Cdn. General Electric, Montreal and Quebec, Que.	Int. Union Electrical Wkrs. (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assoc. (Ind.)
Cdn. Steel Foundries, Montreal, Que.	Steel and Foundry Wkrs. (Ind.)
City of Edmonton, Alta.	Nat. Union Pub. Empl. (CLC) (outside empl.)
City of Edmonton, Alta.	Nat. Union Pub. Empl. (CLC) (clerical empl.)
City of Edmonton, Alta.	Bro. Electrical Wkrs. (AFL-CIO/CLC)
City of Montreal, Que.	Police Bro. (Ind.)
City of Montreal, Que.	Firefighters (AFL-CIO/CLC)
City of Montreal, Que.	CLC-chartered local
Consolidated Denison Mines, Quirke Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.	Pulp, Paper Wkrs. (CCCL)
Distillers Corp., Montreal, Que.	Distillery Wkrs. (AFL-CIO/CLC)
Dom. Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dom. Stores, Toronto, Ont.	Retail, Wholesale Wkrs. (AFL-CIO/CLC)
DuPont, Shawinigan Falls, Que.	Cellulose Wkrs. (Ind.)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Bro. R.R. Transport, Gen. Wkrs. (CLC)
Hotel Empress (CPR), Victoria, B.C.	Bro. R.R. Transport, Gen. Wkrs. (CLC)

Company and Location	Union
Hotel Mount Royal, Montreal, Que.	Hotel, Restaurant Empl. (AFL-CIO/CLC)
Iron Ore of Canada, Schefferville, Que.	Steelworkers (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Maritime Telegraph & Telephone, Halifax, N.S.	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Meat cos. (various), Vancouver, B.C.	Meat Cutters (AFL-CIO/CLC)
Montreal Locomotive Works, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
North American Cyanamid, Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ottawa Civic Hospital, Ottawa, Ont.	Nat. Union Pub. Empl. (CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Electric Railway and Motor Coach Empl. (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	United Electrical Wkrs. (Ind.)
Printing Industries Council, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Quebec Iron and Titanium, Sorel, Que.	Metal Trades (CCCL)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Saskatchewan Wheat Pool, Regina, Sask.	Empl. Assoc. (Ind.)
Shawinigan Water and Power, Montreal, Que.	Empl. Assoc. (Ind.)
Stanleigh Uranium Mining, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Thompson Products, St. Catharines, Ont.	Empl. Assoc. (Ind.)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Trans Canada Airlines (company-wide)	Airline Pilots (Ind.)

Conciliation Officer

L'Association Patronale du Commerce, Quebec, P.Q.	Commerce Empl. (CCCL)
Bindery Room Employers, Toronto, Ont.	Bookbinders (AFL-CIO/CLC)
Cdn. Aviation Electronics, Montreal, Que.	United Electrical Wkrs. (Ind.)
Cdn. Broadcasting Corp. (company-wide)	Stage Empl., Moving Picture Operators (AFL-CIO/CLC)
Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
City of Calgary, Alta.	Nat. Union Pub. Empl. (CLC) (clerical empl.)
Communauté des Sœurs de la Charité de la Providence, Montreal, P.Q.	Services Fed. (CCCL)
Consumers Gas, Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Continental Can, New Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
de Havilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dom. Glass, Montreal, Que.	Glass, Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Mine Wkrs. (Ind.)
John Murdoch, St. Raymond, Que.	Cath. Union of Farmers (Ind.)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Price Bros., Kenogami, Que.	Cath. Union of Farmers (Ind.)
St. Raymond Paper, Desbiens, Que.	Cath. Union of Farmers (Ind.)
Walter M. Lowney, Montreal, Que.	Bakery Wkrs. (CLC)

Conciliation Board

Algom Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Atlas Asbestos, Montreal, Que.	Asbestos Wkrs. (CLC)
Canada Cement (company-wide)	Cement Wkrs. (AFL-CIO/CLC)
Canadian Industries, Millhaven, Ont.	Oil, Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Pacific Railway (western region)	Trainmen (AFL-CIO/CLC)
Dom. Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Dom. Wabana Ore, Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Fairey Aviation, Dartmouth, N.S.	Machinists (AFL-CIO/CLC)
Fraser cos., Cabano, Que.	Cath. Union of Farmers (Ind.)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Northspan Uranium Mines, Elliot Lake, Ont.	CLC-chartered local
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)

Post-Conciliation Bargaining

Crane Ltd., Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dom. Textile, Montmorency, Sherbrooke, Drummondville, Que.	Textile Wkrs. (CCCL) (see also under Work Stoppage)
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (CLC)
Hamilton General Hospital, Hamilton, Ont.	Nat. Union Pub. Empl. (CLC)

Arbitration

L'Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Fed. (CCCL) (female)
L'Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Fed. (CCCL) (male)

Work Stoppage

Dom. Textile, Magog, Que.	Textile Wkrs. (CCCL)
--------------------------------	----------------------

Part III—Settlements Reached During October 1959

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

ATLANTIC SUGAR REFINERIES, SAINT JOHN, N.B.—BAKERY WKRS. (CLC): 2-yr. agreement covering 700 empl.—5¢-an-hr. increase for the first yr. and 5¢ an hr. for the second yr. plus readjustments in some wage classifications; increase from double time to double time and a half for work performed on statutory holidays.

CDN. ACME SCREW AND GEAR, TORONTO, ONT.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement affecting 700 empl.—skilled wkrs.—11¢-an-hr. increase eff. Oct. 19, 1959; 10¢-an-hr. increase eff. June 1960 and June 1961. Day wkrs.—10¢-an-hr. eff. Oct. 19, 1959 and 8¢-an-hr. in June 1960 and June 1961. Production wkrs.—5¢-an-hr. increase Oct. 19, 1959, and 5¢ in June 1960 and 1961; 5¢-an-hr. retroactive pay for all categories calculated on the time worked from July 1, 1959 to Sept. 30, 1959.

CDN. PACIFIC AIRLINES, VANCOUVER, B.C.—MACHINISTS (AFL-CIO/CLC): 1-yr. agreement covering 400 empl.—3% increase retroactive to May 1, 1959; 3 wks. vacation after 12 yrs. of service (previous maximum vacation 10 days.)

CITY OF HAMILTON, ONT.—NAT. UNION PUB. EMPL. (CLC) (*civic employees*): 2-yr. agreement covering 500 empl.—4% increase retroactive to Feb. 2, 1959; 3% effective Feb. 1, 1960; all calculations to be based on the 1958 wage scale.

CONSUMERS GLASS, MONTREAL, QUE.—GLASS BOTTLE BLOWERS (AFL-CIO/CLC): 1-yr. agreement affecting 900 empl.—\$30 retroactive pay on a pro rata basis calculated on the number of hrs. worked from Sept. 1, 1959; 18¢-an-hr. increase effective Nov. 8, 1959; changes in work week and shift differential; increase in employer contribution to welfare plan.

DOM. BRIDGE, VANCOUVER, B.C.—BRIDGE, STRUCTURAL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 600 empl.—4% increase retroactive to June 16, 1959; 2% eff. Feb. 16, 1960; and 3% eff. October 16, 1960; change in shift differentials for new empl.

DONOHUE BROS., CLERMONT, QUE.—CARPENTERS (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—10¢-a-day increase; rate per cord to remain at \$6.40; vacation pay increased to 3% of annual earnings (formerly 2% of annual earnings).

DUNLOP OF CANADA, TORONTO, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—7¢-an-hr. increase eff. Nov. 1959 and 7¢ eff. May 1960; 3 wks. vacation after 10 yrs. service (formerly 3 wks. after 11 yrs.).

DUPLOTE CANADA, OSHAWA, ONT.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—6¢-an-hr. increase retroactive to Aug. 31, 1959; 6¢ an hr. eff. Sept. 1960 and 6¢ eff. Sept. 1961; 3 wks. vacation after 13 yrs. service (formerly 3 wks. vacation after 15 yrs.).

HOTEL CHATEAU LAURIER (CNR), OTTAWA, ONT.—BRO. R.R. TRANSPORT, GEN. WKRS. (CLC): 33-mo. agreement covering over 500 empl.—5¢-an-hr. increase retroactive to June 1, 1959; 3¢ an hr. eff. May 1, 1960; 2¢ an hr. eff. April 1, 1961; 4 wks. vacation after 35 yrs. service (formerly maximum vacation was 15 days).

HOTEL VANCOUVER, (CNR & CPR), VANCOUVER, B.C.—BRO. R.R. TRANSPORT GEN. WKRS. (CLC): 33-mo. agreement covering 500 empl.—5¢-an-hr. increase retroactive to June 1959; 3¢ an hr. eff. May 1960; 2¢ an hr. eff. April 1961; improved vacation plan and some rule changes.

JOHN INGLIS, (STRACHAN AVE. PLANT) TORONTO, ONT.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 700 empl.—total 25½¢-an-hr. increase over the 3-yr. period consisting of 7¢ an hr. eff. Oct. 1959, 7¢ an hr. eff. July 1960, and 7¢ an hr. eff. Sept. 1961; 3¢-an-hr. increase toward pension fund and 1½¢ an hr. toward insurance plan.

Correction

The agreement between the Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians provided for a wage increase of 3 per cent, not 13 per cent as reported in the June *Labour Gazette*, page 572.

NOTES OF CURRENT INTEREST

First Interprovincial Apprenticeship Certificates Awarded

As a result of a recommendation in May 1952 by the First National Conference on Apprenticeship in Trades and Industry, called by the Department of Labour, a long-time hope that some day nation-wide standards would be developed to measure apprentices' competence has been realized. The first Interprovincial Apprenticeship Certificates ever to be awarded in Canada have recently been presented.

The certificates were awarded during the past summer in eight provinces to 367 successful apprentices in the motor vehicle repair trade. In all, 442 graduating apprentices wrote the standard examination in the trade between January and June and only 75, or 16.9 per cent of the group, failed to make the pass mark of 70 per cent.

Bear Special Seal

The certificates granted will be recognized by the eight participating provinces as a mark of proficiency in the trade. Successful apprentices receive the usual provincial certificate, to which is affixed a special red seal containing the words, "Canadian Interprovincial Standards Examination".

Between January and June all apprentices graduating in the trade in Newfoundland, Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia wrote examinations to qualify for the special certificates.

Work has already begun on the preparation of interprovincial examinations in two other trades. It is expected that the second examination, which covers the electrical trade and is being prepared by Ontario in co-operation with the other provinces, will be in general use in 1960; the third, in the plumbing trade, is being prepared by Alberta and may also be ready for use next year.

The principle of national examinations has come about as a result of years of negotiation and study.

From the 1952 meeting of the First National Conference on Apprenticeship in Trades and Industry came a recommendation that analyses be made of the various designated trades in Canada. As each trade was studied, a national committee was appointed by the Vocational Training Branch, Department of Labour, and the results of the committees' work were

referred to the provinces and other interested groups for suggestions and additions, or alterations.

The analyses contain those phases of the trade which are considered essential in all provinces, and set forth what a journeyman should be able to do and what body of information he should master to be competent in his trade. Each province is free to add any skills or knowledge peculiar to its particular area.

The analyses are being used as a basis for training programs in industry; courses of study in vocational schools, trades, institutes, etc.; a guide to foremen for on-the-job training; a basis on which experience may be evaluated; and a means of transferring apprenticeship credits from one province to another.

The value of the analyses was such that it was decided to prepare an interprovincial examination based on one of them. As a result, British Columbia's apprenticeship and vocational training officials prepared the motor vehicle repair examination. Each province reviewed it, and it was revised to meet suggested changes and accepted for use this year.

Eight of the analyses, dealing with the bricklaying, carpentry, machinists', motor vehicle repair, plastering, plumbing, sheet metal and welding trades, have been completed and are available from the Queen's Printer, Ottawa, at 50 cents per copy, except for the analysis of the machinists' trade, which costs \$2.50.

Canadian to Head Lithographers

Kenneth J. Brown of Toronto has been unanimously nominated as President of the Amalgamated Lithographers of America (AFL-CIO-CLC).

The election is held through a referendum among the members of the union's locals, but Mr. Brown's unanimous nomination at the closing session of the union's convention in September indicates that his election is assured.

Mr. Brown will succeed Francis P. Slater of San Francisco, who was named president emeritus.

J.G. McLean of Railway Firemen Will Retire at End of Year

James Guy McLean, Vice-President and Canadian Legislative Representative of the Brotherhood of Locomotive Firemen and Enginemen since 1948, retires from his dual post effective December 31.

He has been a member of the Unemployment Insurance Advisory Committee since June 19, 1952. His appointment with the Committee expires in 1961.

Mr. McLean became a locomotive fireman on the Michigan Central Railroad in 1916.

In 1952 and 1955 he was a technical adviser to the Canadian worker delegate to the International Labour Conferences at Geneva.

He will be succeeded by Arthur R. Gibbons of Edmonton, who has been Assistant Chairman of the Canadian Legislative Board of the Brotherhood since 1953.

Other officers elected to the Board were: Thomas H. Dickson of Glace Bay, N.S., Assistant Chairman of the Board; and Archibald Greer of Ottawa, Secretary-Treasurer, in succession to James Murdock, who is retiring. Elected to the Board of Directors were: A. J. Mahoney, Campbellton, N.B., Chairman; F. P. Hovorka, Kam-sack, Sask., Secretary; and D. V. McDuffe, Fort William.

The following were elected provincial vice-chairman and comprise the Executive Committee: British Columbia—J. A. Ren-nie, New Westminster; Alberta—G. E. Prowse, Jasper; Saskatchewan—C. C. Cave, Moose Jaw; Manitoba—John Joyce, Trans-cona; Ontario—J. G. Martindale, Hamilton; Quebec—P. E. Beauregard, Quebec City; New Brunswick—G. O. Trites, Moncton; Nova Scotia—F. E. Madden, Stellarton; Prince Edward Island—P. E. Doyle, Charlottetown; Newfoundland—G. P. Byrne, Corner Brook.

Active Unionist for Half Century, Sam Lawrence Dies at 80

Sam Lawrence, a President of the Hamilton Trades and Labour Council for two terms and a Mayor of Hamilton for seven years, died in Hamilton on October 24 at the age of 80 years.

Mr. Lawrence was born in England, was trained as a stonemason, later enlisted in the Coldstream Guards and served with them during the Boer War. He came to Canada in 1912, having previously served for two terms on the National Executive Board of the stonemason's union in England. On arrival in Canada he joined the Jour-

neymen Stone Cutters' Association of North America, of which he remained a member until his death.

He held all local offices in the union, and was delegate to the Hamilton Trades and Labour Council from 1913 to 1937. He served two terms as Council President. He attended many Trades and Labour Congress conventions, and in 1948 was chosen as the TLC fraternal delegate to the British Trades Union Congress. In all, Mr. Lawrence was an active trade unionist for more than a half century.

Mr. Lawrence was an active supporter of the CCF Party, being Ontario President of the party from 1941 to 1943, when he resigned the office after being elected mayor of Hamilton. Including his two terms as mayor, he served on the Hamilton City Council for more than 30 years. He also served a three-year term as a member of the Ontario Legislature.

Govt. Again Offers to Share Cost of Winter Work in Parks

The Government has decided to repeat this year the winter works program for construction of campgrounds and picnic sites that has been carried on by federal-provincial agreement during the past two years. An announcement in late October said the program would operate from November 1959 to May 1960.

This co-operative program was first proposed to the provinces with two purposes in mind. One was to provide a source of additional employment during winter months; the second to aid the provinces in meeting the demand for campground and picnic facilities that has increased so rapidly in the past few years. The program has already provided upwards of 13,000 man-months of employment and made possible the construction or enlargement of tourist facilities at more than 500 campgrounds and picnic areas throughout Canada.

By the terms of the co-operative program the federal Government offers to pay half the cost of work undertaken by the provinces during the agreed period. The offer is made on the basis that at least half of the monies expended represent wages.

Work to the value of more than \$6 million has been carried out in nine of the ten provinces.

This program is in addition to the special co-operative program between federal and provincial governments for the construction of campsites and picnic grounds along the route of the Trans-Canada Highway, and to the Municipal Winter Work Incentive Program (L.G., Oct., p. 1012).

Terms of Winter Work Plan Sent to Provincial Premiers

As announced on September 2 by Prime Minister Diefenbaker, this year the federal Government will again share labour costs of certain municipal works that may be carried on in the period December 1959 through April 1960 (L.G., Oct., p. 1012).

The general terms of the plan for this year are similar to those for the 1958-59 program but certain minor changes have been made. The terms of the plan, as communicated to the provincial Premiers by the Minister of Labour, are as follows:

1. The Government of Canada, subject to the approval of each winter works project by the provincial government and acceptance of it by the Government of Canada, will reimburse each municipality one-half of the direct payroll costs of the municipality or its contractors or subcontractors incurred on winter works projects during the period December 1, 1959 to April 30, 1960.

2. Winter works projects, it will be understood for the purpose of this program, are those projects falling within the categories set out in subparagraph (3) below, which would not normally be undertaken during the winter months and are designed to create additional employment during this period of the year. They will include:

(a) Existing works projects which, in the absence of a winter employment program, would be discontinued during the winter months. (If it was planned to carry on work on an existing project during the winter months, the federal incentive payment would not apply. If, however, the tempo of work is stepped up to create additional employment over that which was planned during the period December 1, 1959 to April 30, 1960, the municipality could make application for the federal incentive payments, but only in connection with that portion of the work that is additional to the work originally planned for that period.)

(b) Needed public projects included in the long-range planning of the municipalities which can be undertaken this winter.

(c) Other new projects which can be planned and carried out this winter.

3. The categories of works projects to which the incentive will apply are:

(a) The construction and major improvement of municipal roads, streets, sidewalks, bridges and underpasses.

(b) The construction and major improvement of municipal water, sewage and storm sewage facilities, not including buildings.

(c) The construction and development of municipal parks and municipal playgrounds, separate or in municipal parks, but not including school playgrounds.

4. The bulk of those employed under this plan must be unemployed at the time they are hired or persons who would be unemployed in the absence of special winter works projects under this program. In this way, the employment created will benefit those most in need.

5. The facilities of the National Employment Service, where available, will be used in hiring workers to be employed on accepted projects.

6. Payments to regular and to year-round employees of the municipalities will not be included as part of the direct payroll costs

incurred on accepted winter works projects except in the case of workers with special skills, normally transferred to general municipal maintenance work during the winter months, who are required on accepted winter works projects. Regular workers in this exceptional group may be included, provided an equal number of unemployed workers be recruited in co-operation with the National Employment Service for general maintenance work to replace the workers transferred.

7. Reliance will be placed on the provincial government to ensure that going wage rates will apply on these winter works projects, and that reasonable hours of work prevail. Over-time work, except in emergencies, should be excluded.

8. Preference is to be given to those projects providing the greatest amount of employment and priority is to be given to projects in areas where winter unemployment is particularly high.

9. In the case of a province which, under the laws of that province, carries out works in a rural municipality that are of a nature normally considered to be a municipal function, such works may be included for the purposes of this program, provided that all other requirements have been met.

10. Projects to which the Government of Canada is contributing under other agreements or arrangements will not come within the scope of this program.

11. The federal incentive on accepted municipal works projects carried out within the prescribed period will apply only from the date of provincial approval or from the date of commencement of work on the project, whichever is later. Retroactive incentive payments to cover work prior to provincial approval will not be made.

The remaining terms spell out administrative arrangements for the submission of projects for approval and the auditing, certification and submission of claims for reimbursement.

Council Believes U.K. Has Escaped From Price-Wage-Price Spiral

The present stability of retail prices has enabled the United Kingdom to escape from the price-wage-price spiral and offers a valuable opportunity to consider how in future to avoid the excessive rise in money incomes that takes place when prices can readily be raised to cover costs, and that compels the use of restraints on demand such as had to be employed from 1955 onwards.

This is the opinion of the United Kingdom Council on Prices, Productivity and Incomes, expressed in its third report, a summary of which is contained in the September issue of the *Ministry of Labour Gazette*. The second report was published in August 1958 (L.G., Nov. 1958, p. 1253).

The Council, without expressing any judgment on them, sets out some proposals that have been made for restraining the rise of money pay and profits. This part of the report is summarized in the *Ministry of Labour Gazette* as follows:

The proposals reviewed by the Council can be subdivided into two main groups. The first group of proposals aims to limit the ability of employers to grant pay increases by limiting their power to raise prices to cover them; it includes (a) control of profits; (b) direct price controls; (c) establishment of a commission to investigate certain types of price increases and report its conclusions for public consideration.

The proposals in the second group aim to influence the particular decisions which lead to rises in pay and profits in individual industries, either (a) through some central co-ordinating body; or (b) by creating conditions in which the separate decisions will be more likely to conform with the national interest. Under (a) are various proposals for a conference representing employers' associations, trade unions, boards of nationalized industries and the government. This might simply exchange information and views, or it might reach conclusions about the desirable course of money incomes which could guide those concerned in individual pay negotiations. Such a conference would also be bound to discuss profit margins. Another proposal envisages a government agency with statutory powers to establish or enforce pay structures.

Under (b) are proposals for improving negotiation procedures in particular industries:

1. by restricting industry-wide bargaining to minimum rates and leaving each individual management to negotiate rates above this with the unions representing its employees;
2. by some means for automatically relating rates of pay to, e.g., productivity or profitability in particular industries;
3. by widening the terms of reference of Courts of Inquiry to enable them to take account of the effects of particular settlements on the public interest;
4. by drawing up a code of principles for the guidance of those concerned in pay settlements.

Regarding the prospects for employment, money incomes and prices, the report says that employment is unlikely to rise as much as output; and that the resulting rise in output per head means lower unit costs and offers a valuable chance to reduce prices. Real incomes would then be raised without pushing up money incomes, and the prospects of avoiding a renewal of the inflationary spiral would be improved.

The Council points out that if, in industries where productivity increases, price reductions were combined with some rise in pay and profits, there should be room for pay increases in other industries without raising the general price level.

Claims for shorter hours, it also remarks, generally have the same kind of effect in raising costs as claims for higher pay. If productivity increases, however, taking increased leisure is a natural way of realizing part of the gain.

The Council emphasizes that the country should seize the opportunity to raise output and real incomes without renewing the spiral of rising pay, profits and prices, which must end in another setback.

Mark ICFTU's 10th Anniversary At World Congress in December

The sixth world congress of the International Confederation of Free Trade Unions, to be held in Brussels from December 3 to 12, will coincide with the 10th anniversary of the founding of the ICFTU.

One of the most important items on the draft agenda for the congress is a discussion of the International Solidarity Fund. Important decisions will probably be taken with a view to ensuring that the work of building up the free trade union movement will not anywhere go by default for lack of the necessary funds.

Besides the usual report on activities since the last congress, there will be a world survey of trade union organization. This will be concerned particularly with the problem of the growing ratio of non-manual to manual workers in industrial countries, and the vast unorganized mass of plantation and agricultural workers.

Another item on the agenda will be "Free Labour and Democracy". This will cover the role of trade unions in the development of democratic institutions, the problems facing trade unions after the overthrow of dictatorships or the ending of colonial forms of government, and co-operation in developing dynamic and just economic systems on a democratic basis.

The question of the struggle for labour rights will also be discussed. "Freedom and World Peace" will be the title of another item. Finally, the congress will review action taken by the ICFTU and its affiliates to achieve a dynamic world economy. The question of foreign investment in economically under-developed countries will be included, and a report will be presented embodying the results of an inquiry that the ICFTU has been carrying out in this connection.

Today the ICFTU comprises all free trade union movements on every continent in the world, and has 137 affiliates in 95 countries. Approximately 55 million union members are represented through the organization.

Diesels Outnumber Steam Locomotives

Diesel locomotives in use on Canadian railways outnumbered steam locomotives in 1958 for the first time; the former increased to 2,799 units from 2,372 and the latter decreased to 1,960 from 2,394. Electric-powered locomotives increased to 64 from 55. Total number of all types in use at year's end was 4,823.

Annual Conventions of Provincial Federations of Labour

British Columbia Federation of Labour

The British Columbia Federation of Labour at its fourth annual convention, held in Vancouver from October 5 to 8, pledged full support for the CCF Party in the next provincial election, took steps to intensify its campaign against the new B.C. Trades-union Act, and declared itself in favour of a seven-hour day. Close to four hundred delegates attended.

Support for the CCF at the next provincial election was urged by retiring President Bill Black and CCF House Leader Hazen Argue in addresses at the opening session.

Referring to the new labour legislation passed at the latest session of the B.C. Legislature, Mr. Black told the convention that removal of the statute would come "only when we are prepared to take definite and positive political action".

For the first time, the provincial Minister of Labour was not invited to speak at the Federation's convention.

Only about fifty of the delegates voted against the proposal to establish a close link with the CCF Party in the next provincial election. The proposal included a plan to ask 120,000 union members for voluntary contributions of \$1 each for a "war chest".

The adopted report of the political education committee said that since the aim of the Canadian Labour Congress to establish a new political party in Canada could not be realized before 1961, the unions in British Columbia should work actively for the election of a CCF government.

The convention voted for an increase of 2 cents in the per capita tax to obtain another \$2,500 a month for the defence fund. The same evening the Vancouver Labour Council approved, by a vote of 130 to 116, a contribution of \$2,500 to the Federation's fund to help in the fight against the new Trades-union Act.

In speaking at the convention, Claude Jodoin, CLC President, warned the delegates that the B.C. Chamber of Commerce has made requests "for so-called right-to-work legislation".

He urged the federal Government to disallow the acts of the Newfoundland House of Assembly that had had the effect of decertifying and expelling the Woodworkers and the Teamsters from the province.

The delegates passed by 173 votes to 146 a resolution "requiring" all affiliated unions to press for a seven-hour day in their future negotiations for new agreements. Some delegates objected that this should

not be made a requirement for all affiliated unions. They said that some contracts provide for a 44-hour work week, and that the reduction to 35 hours should be made in stages.

George Mitchell, Regional Secretary of the International Woodworkers of America, one of those who opposed the measure, said the five-day, 40-hour week should be universally established in the province before an attempt was made to introduce shorter hours.

Charles Stewart, Secretary of the Street Railwaymen's Union, said that a 35-hour week was essential "in this day of automation".

A resolution approved by the convention requested the Canadian Labour Congress to establish a policy of organizing all the unemployed in districts where serious unemployment exists. Another resolution asked the Federation to set up an unemployment committee to co-ordinate activities of local unions and labour councils in organizing the unemployed "to assure that pressure be exerted on our governments to remedy the situation".

A resolution was passed that condemned union business agents who disrupt work operations because of jurisdictional disputes. The resolution, which was submitted by Local 1-252 of the IWA, said that this type of business agent has helped to spur demands for more restrictive labour legislation. It urged all paid union representatives dealing with jurisdictional questions "to seek a meeting of unions involved where the problem can be discussed in a civilized manner".

The delegates passed a resolution urging the CLC executive to hasten the process of bringing back expelled unions into the Congress. The resolution set up stiff qualifications for re-entry into the CLC and asked for a review of the charges against the expelled unions, with full reports to local unions, labour councils and federations.

A demand that the provincial Government should amend the Labour Relations Act to provide for fines of up to \$10,000 for employers who interfere with union organization was contained in another approved resolution. The motion called for a minimum fine of \$2,000 for first offences, with a maximum of \$10,000 "or one year in jail" for subsequent ones.

A resolution was passed that authorized the Federation to set up its own newspaper, the incoming executive to decide whether it should be a monthly, twice monthly or daily publication.

A bill of rights, enacted as an amendment to the British North America Act and in conformity with the United Nations Charter, was asked for in a resolution that was carried without opposition. The resolution asked for a bill that would protect the right of all workers to belong to a union of their own choosing.

A motion asking the Government of British Columbia to pay two thirds of "the objective of any and all charity drives" was referred back for further consideration. The motion said that "labouring people are least able to contribute to the campaigns".

Al Reusch, Provincial Organizer of the British Columbia Farmers Union, addressed the convention and made an appeal for a close economic tie between labour and the farmers. Farmers and the trade unions must "iron out their differences" and work out a program of co-operation, he said. He was given a standing ovation by the delegates.

In the election of officers, Bob Smeal of Victoria, Secretary of the Airline Flight Attendants Association, and a Vice-President of the Federation since its formation four years ago, was elected President by a vote of 271 to 84 over Tom McGrath of the Iron Workers union. Former President Bill Black declined to stand for re-election.

Pat O'Neal was confirmed as Secretary-Treasurer. Paddy Neale, formerly business agent for the Vancouver local of the IWA, was appointed assistant to Mr. O'Neal.

Joe Morris, IWA President, defeated William Stewart, Electrical Workers, by 287 votes to 76, for First Vice-President. Ray Haynes of the Retail, Wholesale and Department Store Union defeated Bill Stewart of the Marine Workers by 236 to 127 for the fourth vice-presidency. Russ St. Eloi of the Plumbers and Mel Kemmis of the Bakers were named vice-presidents by acclamation.

Manitoba Federation of Labour

A request for a single standard of hours and wages throughout Manitoba was at the top of the list of resolutions passed by the Manitoba Federation of Labour during its fifth annual convention, held in Winnipeg on October 17 and 18. About two hundred and fifty delegates representing 150 local unions attended.

Joseph ("Jimmy") James, in his presidential address, said that the trade union movement is essentially a human organization, "and as such it may be expected to suffer from human frailties". He pointed out, however, that those closely associated with the labour movement are making great efforts to overcome these weaknesses.

Mr. James said that those who want to restrict labour are those who stand to gain most from a weakened labour movement.

Speaking on political "education", he said that the decision union members reach as a result of the information supplied to them through the political education campaign conducted by the trade union movement would be, "in the best traditions of democracy, their affair and theirs alone". He added that whatever decision was arrived at during the convention would fully protect the right of the individual to use the ballot "as he wishes".

Referring to the "dire predictions about the effects on the Canadian economy should labour win wage increases," the President credited the wage increases that had been won with having contributed to the improvement in the economic situation since the recession.

Of the 47 resolutions submitted to the delegates, those passed included requests for:

- Compulsory checkoff of union dues, without further negotiation, once a majority of the employees in any company voted for the plan.

- Provision for all provincial labour laws to be applicable in all parts of the province.

- A stop to any electioneering, or propaganda, once the provincial labour relations board has called for a certification vote among the employees of a company.

- A permanent disability payment plan based on 75 per cent of \$4,500, assuring all workers of equal treatment, rather than payment at various rates as at present.

- An amendment to the Workmen's Compensation Act giving medical appeal rights to workmen, and giving the workmen a right to name a specialist to the appeal panel.

- Changes in the Mines Act to prohibit a man from working underground alone at any time, and a request for a three-hour waiting period before return to any shaft or drift where explosives have been used.

Besides requests for labour legislation, the Federation requested provincial and federal Governments to:

- Wipe out slum areas by contributing to the federal Government's land acquisition formula.

- Ask other governments to discontinue the testing of nuclear weapons.

- Enact a new provincial act covering nursing trainees, with pay schedules set at \$50 a month for the first six months, \$75 a month for the next six months, \$100 a month from then until graduation.

The request also asked for the elimination of tuition and examination fees.

Regarding internal union matters, the convention asked that all future contracts should contain a strengthened "right to strike" clause, and suggested that the CLC should be informed of the possibilities of organizing office workers in Winnipeg.

The formation of a public relations committee to keep the Federation's activities and achievements before the public was approved by the convention.

Joseph James was re-elected President and Peter McSheffrey, Secretary-Treasurer. Donovan Swailes was elected First Vice-President.

Alberta Federation of Labour

The Alberta Federation of Labour, at its four-day fourth annual convention which opened in Edmonton on October 21, in one of its most important actions decided to urge all affiliated unions to take an active part in the formation of a new political party. Delegates numbered 280 and represented 35,000 workers.

Unions will survive and go forward in spite of frequent attacks by various factions, F. C. Bodie, President of the Federation, said in his address to the convention. Labour, he said, has been blamed for many faults for which it was not responsible.

Although the labour movement, he said, has sometimes been termed a selfish organization, he pointed out that "our organization has helped adopt legislation in the province that has not only benefited labour, but all the people of Alberta".

Injustices to labour in Canada that required to be corrected included, he said, the establishment of unions by companies, the use by employers of legal technicalities to keep out unions that want to organize or have already organized, and discriminatory policies by companies against employees who join a union or try to form a union.

Alberta Minister of Labour Ray Reiersen told the delegates that 1959 had been a banner year for labour in the province. "You have achieved your aims through bargaining and not through strikes. Although I am not outlawing strikes, they must be used as the last resort," he said.

He told the convention that his department, which has been newly formed, is not planning changes in policy.

Mr. Reiersen said that Alberta now has the lowest unemployment figure for the last three years. The province's public works program, he added, will be used to avert winter unemployment.

Claude Jodoin, President of the Canadian Labour Congress, demanded that the federal Government should disallow what he termed anti-union legislation enacted last spring by the Newfoundland Legislature. As an alternative, he said that the matter should be placed before the Supreme Court of Canada.

The delegates approved actions taken by the Canadian Labour Congress in laying the groundwork of a new political party in conjunction with the CCF, farm organizations and interested persons. A resolution was passed authorizing the promotion of "educational seminars to enlighten its affiliated unions on the new political party whenever feasible and practicable".

To show disapproval of this action, 16 delegates from the Alberta Civil Service Association walked out of the meeting. They returned on the last day of the convention. In a special executive meeting towards the end of the convention, the Association decided to end its 31 years of affiliation with the Federation because of its adoption of the resolution in support of the proposed new political party.

Private employment agencies were criticized at the convention, the brunt of the attack being aimed at an agency in Edmonton that "employs people to rehire them to other industries". Delegates contended that many persons were hired for \$1.25 an hour and rented out for \$1.75 an hour. The practice, though not illegal, the Federation said, added nothing to the economy of the city.

Frank C. Bodie, former 1st Vice-President who had been appointed to serve out the term of President David L. Erickson, who resigned, was elected President. Former 2nd Vice-President William Gray was elected 1st Vice-President. Robert Scott was chosen Executive Secretary and Jack Hampson re-elected Secretary Treasurer. Other Vice-Presidents elected were Roy Jamha and Reginald Slatter.

UAW Amends Constitution, Raises Dues, Re-elects Walter Reuther

A \$2 increase in monthly dues, from \$3 to \$5, was approved by delegates to the 17th annual convention of the United Automobile Workers, held in Atlantic City during the first half of October.

The dues increase was one of seventy-eight amendments to the union's constitution adopted at the convention. Most of the changes were made necessary by the new U.S. Labour-Management Reporting and Disclosure Act (see page 1181).

When the increased dues go into effect on January 1, a special strike fund assessment of \$1 a month will be discontinued. Of the \$5 basic dues, \$1.75 will go to the international union, \$1.25 into the international strike fund and \$2 to the local union. The international's share of dues from Canadian members is returned to Canada for organizing purposes.

Emil Mazey, Secretary-Treasurer of the union, said the union's strike fund had dwindled to \$17,076,618 from its goal of \$25,000,000. The executive board wants at least to restore the fund to the total of \$40,000,000, which it reached at its highest point before recent strikes took a heavy toll.

UAW President Walter P. Reuther reiterated his support of the idea of a mammoth strike fund for the entire labour movement. He said that if the UAW could raise \$40,000,000 for its own strike fund, the entire labour movement ought to be able to raise \$500,000,000. When industry takes on part of the labour movement, Mr. Reuther said, it should realize that it is taking on the whole labour movement.

Among the constitutional amendments made necessary by the new labour reform law were those dealing with the bonding of financial officers, notice of elections, fiduciary responsibilities of officers, investing of funds, increasing of local union dues, a member's right to sue the union, and suspension of union members.

Stanley Knowles, Executive Vice-President of the Canadian Labour Congress, was one of the guest speakers at the convention. The delegates cheered Mr. Knowles' declaration that organized labour must gird for political action. He said that it would not be long before Canada had its own third party.

Walter Reuther was re-elected President by acclamation for his eighth term. He was first elected in 1946.

Emil Mazey, Secretary-Treasurer, and all other officers were re-elected also.

UMW Urges Government to Act To End Drop in Mine Employment

A number of measures for preventing a further decline in the numbers of miners employed in the Nova Scotia coal mines were recommended to Prime Minister Diefenbaker in a brief presented October 20 by a delegation representing District 26 of the United Mine Workers.

Referring to the layoff of about 3,000 miners that was being contemplated by the Dominion Steel and Coal Corporation, the brief said that such a layoff would directly affect the livelihood of some 15,000 Nova

Scotians. In the short space of 10 years the working force of the coal industry in the province had decreased from 13,500 to fewer than 8,000, the union said.

It asserted that "the contemplated layoffs must be averted at any cost or some means devised to provide for the mass exodus of 15,000 good hard-working citizens of Nova Scotia to some other part of the Dominion of Canada."

Six specific recommendations were made by the UMW delegation:

1. That the Dominion Steel and Coal Corporation be urged to provide for the opening of new collieries before considering a further contraction of the industry in the province.

2. That the company be urged to complete the mechanization and modernization of its collieries immediately. The Corporation had received the whole-hearted support of the union in its efforts to mechanize its operations. The mechanization must be complete, since partial mechanization was almost useless.

3. That the federal Government take steps to allocate to Nova Scotia coal part of the market in Canada which was now being largely supplied by the importation of 13,000,000 tons a year. This should be done "regardless of the cost to the federal treasury... not one Canadian mineworker should be idle as long as one pound of imported coal is being consumed in the Dominion of Canada".

4. That the powers of the Dominion Coal Board be extended to include the marketing of surplus Canadian coal.

5. That the federal Government should conduct an inquiry into the sale of natural gas in the province of Quebec. The companies involved in the "dumping" of natural gas into Quebec "should be forced to conform to controlled competitive practices".

6. "That the federal Government urge the provincial governments of the Atlantic Provinces to adopt measures to assure that imported oil will be taxed in order to protect the maritime coal industry."

In asking for assistance for the coal industry the union pointed out that federal assistance had been given to the natural gas industry. "When we request assistance for the coal industry we are merely asking for what is rightfully our share of the national revenue," the brief said.

R. C. Coutts was elected President of the American Train Dispatchers' Association at its 18th general assembly, defeating incumbent Joseph B. Springer. The Association has one local in Canada, located at St. Thomas, Ont.

Productivity and Employment

Marked improvement in productivity in Canada in recent decades, particularly in agriculture, and rapid gains made in late 1958 and early 1959 but same rate of gain may not be sustained, Assistant Deputy Minister tells Halifax meeting

There has been a marked improvement in productivity in Canada during recent decades, which has been shared by most industries and by most parts of the country, said Dr. George V. Haythorne, Assistant Deputy Minister of Labour, in an address to the 11th Annual Conference of Provincial Governments Trade and Industry Council, held in Halifax at the end of September. The gain has been particularly striking in agriculture.

Evidence now available suggests further rather rapid gains in both productivity and employment have taken place during 1958 and the first half of 1959, he added. Such gains are not unusual as the economy comes out of a recession, he pointed out, and the same rate of gain may not be sustained during the rest of this year and in 1960.

Output per man and per man-hour in agriculture have both been increasing at somewhat more than 5 per cent annually since 1946, which is about double the annual rate over the longer period 1926 to 1958. In the non-agricultural sector, the annual improvement since 1946 has been 1.1 per cent and over the 1926-1958 period, 1.4 per cent. Dr. Haythorne called attention to the fact that the increase in the non-agricultural sector, unlike that in agriculture, was higher over the longer period than in the postwar years.

He attributed recent productivity gains to the large demand for goods and services during and after the Second World War, the "impressive" program of capital investment in many industries, important technological advances, more highly skilled manpower, immigration, and relative stability in the economy. This latter, he said, resulted partly from government policies.

The gains in productivity have been accompanied by a steady growth in employment. Excluding governments and the military services, average annual employment has increased from 3,327,000 in 1926 to 5,291,000 in 1958, an annual growth of 1.5 per cent over the 23 years. The growth since 1946 has been 1.6 per cent.

Commenting on the apparent conflict between simultaneous gains in productivity and employment, Dr. Haythorne explained that in an industry with a given level of output, when productivity goes up, employment must go down; that, sometimes, even when output goes up employment goes

down, as has occurred "on a large scale" in Canadian agriculture; but that it was quite possible for both productivity and employment to go up, if not in the same industry, in a second or third industry as a result of increased output in the first one. As an example of this, he cited the large increase in processing, handling and distribution of farm products, which has required much more off-farm employment.

The reduction in hours of work—from 50 hours in 1926 to 40 hours in 1958 in the non-agricultural sector and from 64.5 to 54 in agriculture—has influenced both productivity and employment: improvements in productivity have enabled reductions in hours, which in turn have encouraged an increased demand for recreational and other goods and services, which in turn may have a beneficial effect on productivity and employment.

"Productivity" Defined

Dr. Haythorne began by defining "productivity". "Productivity" should not be confused with "production," he said; the former is a ratio of output to input, the latter an expression of output in absolute physical or value amounts.

"The ratio of input to output is not intended nor is it able to measure the unique contribution of any one input factor," he declared. It is an indicator of the over-all efficiency of a firm and industry or economy.

It is convenient, however, in most cases to use one input factor, usually labour, in compiling a measure of productivity change. The input factor in this case, which may be man-years, man-days or man-hours, is used in the denominator of the ratio. In other words, the ratio reads: output, say so many thousand board feet of lumber, per man-hour. Labour is generally used in compiling measurements of productivity because of its relative homogeneity and the availability of suitable data. The labour input is itself, however, often far from homogeneous, depending on levels of skill, attitudes towards work and a host of other considerations. Besides, broadly speaking, labour includes the competence of management as well as the efficiency of plant and other employees.

In using labour as the input factor, or any alternative input factor for that matter, it must be kept in mind that other input factors also contribute to the total result.

Dr. Haythorne pointed out that it was possible for output per man to go up without any accompanying economic gain. This

might happen, for example, when the added cost of new equipment more than offset any saving in labour cost.

Task of Improving Productivity

The task of improving productivity in Canada poses some difficulties because of our size and geographical location, the distribution of our resources, and our position as a trading nation, he said. Further steps that can be taken to increase productivity and employment in this country are of three categories: manpower, technological change and employer-employee relations.

Under the heading of manpower, he mentioned several measures to improve the skills of workers: stepped-up apprenticeship training, improved technical schools, and closer ties between educational institutions and in-plant training.

Personnel and industrial relations departments of some larger firms are encouraging a more efficient use of manpower and of the equipment with which men and women work. And some steps have been taken, by governments and industries, to encourage movements of workers where these are in the interests of the workers, their families, and the economy.

"There are, however, some serious roadblocks, such as pension arrangements, inadequate housing and community facilities in some cases, and numerous personnel and social attachments to existing locations, which are understandable but which need to be looked at from a broader and longer-run point of view," Dr. Haythorne pointed out.

Technological changes, including automation, and their implication were a second field that required continuous examination in all industries.

Employer-employee relations are the third area requiring close attention. He included under this heading wages, working conditions, employee morale and the general health and spirit of workers.

He said that increases in wages or reductions in hours of work do sometimes stimulate improvements in productivity by putting pressure on management to use more or better types of equipment and to organize production more efficiently to meet a higher labour cost.

Wages and Productivity

"In general, it can be said that there is a positive correlation between rising wages and rising productivity," although it cannot be stated dogmatically that one causes the other, Dr. Haythorne said. Because of other influences that may have a bearing on wages and productivity, and

because "it is desirable that benefits of increased productivity be widely shared, it is not usually sound to establish any direct mathematical relationship between productivity and wage increases.

"It can be said, though, that when money wages rise faster than productivity, prices or costs may rise; and when real wages—at least over time—rise faster than productivity, wage-earners may tend to gain at the expense of other income recipients."

It does not necessarily follow that pressures to stimulate increased productivity have a beneficial effect on the industry in question and on the economy generally, although they usually do. "Improvements in productivity, it must be remembered, are not ends in themselves...

"If the drive for productivity improvements is made, for example, through technological change without recognizing that serious human relations problems are also involved, management can expect to run into difficulties with their employees and their unions," he said.

"If unions and management, in their desire to reap the benefits of productivity improvements, act without recognizing that consumers, too, have a legitimate claim on such benefits, they are likely by their actions to limit seriously the possibilities of further productivity gains.

"If the only result of reduced hours of work in an industry is moonlighting, there can be some question both about the gains in productivity and the beneficial effect on employment.

"Similarly, if unions or management insist on outmoded working conditions or employment arrangements, this can interfere with productivity gains."

He thought it was becoming more generally accepted that it is not in the separate or joint interests of unions or management to put barriers in the way of increasing productivity. There was also a wider appreciation that their joint interests in this respect coincide with those of the community and those of the economy generally.

On the role of government in increasing productivity and employment he mentioned five types of action that governments could take: the training of industrial workers; maintaining an active interest in technological changes; undertaking or encouraging research into economic and social conditions; the provision of basic information required for intelligent decisions by industrial leaders; and encouragement to individual plants to promote productivity, and at least indirectly employment, through such means as labour-management committees.

Education and Training for the Unemployed

Chief Commissioner of UIC suggests training and upgrading education of jobless to fit them for jobs that are available but for which they are not qualified—and continuing to pay them unemployment insurance benefits while they learn

Training unemployed persons to fit them for jobs that are available but for which they are not now qualified—and paying them unemployment insurance benefits while they learn—has been suggested by Lt.-Col. J. G. Bisson, Chief Commissioner of the Unemployment Insurance Commission, as one way of reducing Canada's present "hard core" of unemployment.

The hard core—there were 270,000 unplaced applicants at the time he advanced the idea, at a conference of Prairie Region Managers of the UIC in late September—"may be the first concrete evidence of what automation is going to do to the labour force," he said.

Most of the 270,000 registered unemployed were unskilled, and many of them had less than average education, Col. Bisson pointed out. If the procedure he was proposing was carried out on a great enough scale, it would be of tremendous benefit to Canada's economy, he asserted.

In spite of "this impressive number" of job applicants, National Employment Service officers were having the greatest difficulty in filling vacancies that demand some skill, or some education, or some training. In many cases, "it turns out to be impossible to find anyone able to do the job," he said. "The job goes begging and an unemployed person remains unemployed."

He said the courses offered veterans after the last war—many ex-servicemen completed the full high school course in 12 months and then went on to do well in university—provided a precedent for the program he had in mind. Perhaps it would provide the answer to the "growing" problem of a work force that is not well enough educated to meet the needs of industry, he said.

The city of Windsor exemplified the problem, the Chief Commissioner said. During the recent recession, he recounted, layoffs were quite heavy in the automobile industry, which dominates that city's economy. This year, automobile production is again high; but in spite of this, "many of those laid off will never again work in the industry". And some of them were workers with up to 15 years of seniority.

They will never again build autos because their jobs are gone. Machines have taken over their jobs. They are, in effect, the possessors of outmoded skills, and no doubt history will categorize them with the village smithy, the old lamplighter, and many, many others.

Here Col. Bisson interjected his personal belief that automation will unquestionably be a blessing; history shows that in the long run the use of machines has meant greater variety and abundance of goods and "a fabulous increase in services and consumption of goods rather than a lessening in employment".

However, with each wave of technical advance there is a great deal of dislocation of labour—temporary but none the less painful—and he thought the National Employment Service would play a key role in lessening the dislocation of labour "that will certainly be a by-product" of increasing automation. The job of the NES was "an integral part of the Government's stated policy of maintaining the highest possible level of employment," he declared.

Automation is going to require a sharp upgrading in the education and skills of the working man, he continued. Both numerically and as a proportion of the labour force, the blue-collar worker is giving way to the white-collar worker. It was to answer the question of what is to be done about "these dislocated workers who know only one trade" that Col. Bisson put forward the idea of training and advancing the education of the unemployed.

Most of the 270,000 job-seekers registered with the NES at the time were receiving unemployment insurance benefits, he pointed out. And one of the requirements for receipt of unemployment insurance benefit is that the recipient must be available for work—if a job comes along. If a job doesn't come along, "then he must be available for employment anyway".

This "availability" concept is one that we need to look at squarely, Col. Bisson said. He suggested that its definition needed to be broadened to take account of "the situation where an employer has a job that goes begging while those registered with us for employment remain unemployed simply because they do not have the required skill, education, or experience demanded by that job."

Besides carrying on a vigorous campaign to induce young people to remain longer at school, the Commission has referred people to vocational training, has "eased the criteria for the selection of applicants for training so that an applicant may be

referred to a course despite the availability of 'suitable employment', if it is in the interest of the economy to do so.

"We have also broadened the criteria applied to training courses so that we can now approve of courses up to twelve months' duration, courses for indentured apprentices, and courses conducted on a part-time basis.

"Further, authority may now be granted to direct claimants to other courses, if such training will resolve the employment problem of the claimant and employment is assured on completion of the training," said the Chief Commissioner.

Even these measures he thought were not enough. He suggested that it might be advisable to help in improving the education of unemployed persons in cases where it was evident that more education would increase their chances of getting a job.

"If intensive five-month academic courses were established during the winter months when unemployment is at its peak, it would

be possible for us to direct towards helpful ends the energies of those who are idle and with little or no prospect of work," he said.

By continuing payment of unemployment insurance benefit to them, we would be making it economically possible for them to undertake such courses. Moreover, in conjunction with integrated correspondence courses, it would be quite possible for an earnest person to acquire full matriculation standing in two winters of intensive study. If carried out on a great enough scale, such up-grading would be of tremendous benefit to the economy of our country.

Another possibility suggested by Col. Bisson was that of on-the-job training in cases where an employer has a vacancy that the National Employment Service could not fill, but where it was sure that it had an applicant who possessed potential.

In extending the function of the NES of bringing the job and the worker together, he said, "if the end result is the transformation of idleness to productivity, perhaps we should be prepared to take on the great difficulties that would be encountered in administering such a plan."

Changes in Public Assistance Legislation, 1959

Federal and provincial enactments during 1959 dealing with general assistance, mothers' allowances, and living accommodation for the aged are described

General Assistance

A number of significant changes occurred in general assistance legislation across Canada during 1959.

The terms of the federal Unemployment Assistance Act were extended to all provinces with the signing of an agreement with Quebec on July 1, 1959, to be retroactive to July 1, 1958. The federal Government reimburses provinces which have signed agreements under the Act for 50 per cent of assistance payments made to or on behalf of needy unemployed persons, with the exception of aid under mothers' allowances legislation and certain other costs.

Four provinces made changes in their assistance legislation: Nova Scotia and Ontario amended their Acts and Saskatchewan and Manitoba introduced new Acts which involved changes in provincial and municipal responsibilities.

Nova Scotia

Nova Scotia amended Part I of the Social Assistance Act, 1958* to permit a provincial

allowance paid on behalf of a child to be extended until the child reaches the age of 18 or to the end of the school year in which he reaches 18 years, if the Director of Social Assistance considers it advisable that he continue his education.

The amendment also provides for supplementary assistance to cover the cost in whole or in part of medical services to children who are in the care of a foster parent and whose parents are dead or permanently disabled. A foster parent caring for a child who has been abandoned or is not being maintained by his parent or parents is required under the amendment to have made every reasonable effort to obtain support for the child from its parents, parent, or surviving parent before becoming eligible for an allowance.

With reference to Part II of the Act, the amendment provides that the province reimburse a municipal unit for not more than 83½ per cent of expenditures, exclusive of administration costs, for assistance provided during February, March and April 1959 to persons in need not maintained in a municipal home, nursing home or similar institution; this measure was designed

*Part I applies to certain categories of mothers or foster mothers with dependent children not covered under The Mothers' Allowance Act; aid to this group is a provincial expenditure.

to relieve the municipalities of the extra burden caused by the increase in unemployment during these months.

The Regulations under the Nova Scotia Act require municipalities to meet certain standards if they are to qualify for provincial aid. The municipal unit must grant a weekly food allowance of an amount not less than a specified minimum and, in order to qualify for reimbursement of administrative expenses, must meet certain standards of administration and personnel. The municipal unit is, for example, required to make provision for the granting of assistance through an organized welfare department, either separately or in co-operation with another municipal unit, or through a children's aid society, a branch of the Provincial Department of Public Welfare or other social agency. Also, the Director or person in charge of the welfare department of a municipal unit or of the agency administering assistance must be a full-time employee and must be a professionally trained social worker, or have education and training which the Minister of Public Welfare considers adequate to qualify him for his office.

Ontario

In Ontario the General Welfare Assistance Act, 1958 was proclaimed effective January 1, 1959 (L.G., April, p. 374). An amendment was made to the Act in 1959 under which the council of a city, town, village or township may appoint a welfare administrator without the approval of the Minister of Public Welfare, as formerly required.

The amendment also extends provisions of the Act to Indian bands, upon proclamation. An Indian band approved for purposes of the Act may, with the approval of the Minister, appoint a member of the band to act as welfare administrator. The council of the band is then required to provide assistance to those members on the reserve who are eligible for such assistance and may provide aid to other eligible persons living on the reserve, as well as supplementary allowances to recipients of governmental benefits.

Regulations under the Act gazetted February 14, 1959 (O. Reg. 12/59) add a section on residence to Regulations as revised in 1958. The date from which municipal residence is calculated has been changed from April 1, 1953 to April 1, 1956, so that a person is considered to have residence in the municipality or in the territory without municipal organization in which he last resided for a period of 12 consecutive months since April 1, 1956,

while not in receipt of assistance. These Regulations also outline the procedure to be followed by a municipality in recovering the amount of assistance given a non-resident from the municipality of residence or from the province, as the case may be.

An amendment in 1959 to the Ontario Charitable Institutions Act provides for a provincial grant to a charitable organization planning a new building, an addition to an existing building, or an acquired building to be used as a hotel for the care of transient and homeless persons. The provincial grant is paid at the rate of \$1,500 a bed for a new building or an addition, of \$450 a bed for an acquired building or, in either case, an amount equal to 30 per cent of the cost of building to the charitable organization, whichever is the lesser. Payment of the grant is contingent upon the payment to the charitable organization by the municipality in which the hostel is located of an amount equal to at least 20 per cent of the cost.

Saskatchewan

The new Social Aid Act in Saskatchewan, which became effective April 1, 1959, made several important changes in the social aid program. These include the abolition of the municipal residence requirement, a new formula for provincial-municipal sharing of costs, and the establishment of standards to be observed by the municipalities.

The only residence requirement under the new Act is that the applicant be physically present in the municipality.

Under the new formula for reimbursement, each municipality is assessed annually on a per capita basis for a relatively small portion of the total over-all cost of social aid. In explaining the new system in terms of the base year 1956-57, the Department of Social Welfare and Rehabilitation estimated this at about 7 per cent. The amount which the municipalities are required to contribute annually is computed by multiplying the per capita rate set for the year by the estimated population of the municipality; the province then reimburses the municipality for 100 per cent of the actual social aid expenditures during the year. The same system is applied to Local Improvement Districts and the Northern Administration District.

The fairly detailed standards set out in the Regulations concern the confidentiality of the circumstances of the applicant, procedure for both application and appeal, and determination of eligibility. The Regulations also set out the method of calculating the applicant's financial resources, including

the items which are to be exempt from consideration as income.

A schedule of allowances for food, rent, clothing, fuel, utilities, personal and household incidentals, and items of special need are set out in detail. Municipalities, however, may set their own rates of assistance but these must be approved by the Director of Public Assistance.

The new Act, as did the former Act, authorizes payment of mothers' allowances, and of supplemental allowances to recipients of old age security and blind persons' allowances. Each of these, as before, is a separate program and is governed by a separate set of Regulations.

Manitoba

The Manitoba Social Allowances Act, 1959, passed at the second session of the Legislature and yet to be proclaimed, repeals the Social Assistance Act and makes a number of major changes in the program. The Act distinguishes between "social allowances" to be paid and administered by the province and "indigent relief" to be administered by the municipalities.

While the formula for reimbursement by the province to the municipalities remains the same, the municipalities will, in effect, receive a substantial increase in aid from the province because of the assumption by the latter of the entire cost of assistance, including administration, for several categories of needy persons. Areas transferred to the province include aid to persons who are not able to support themselves or their dependents because of their age or because of physical or mental incapacity likely to last more than 90 days, and any supplementary aid which may be granted to persons in receipt of old age security, old age assistance, blind or disabled persons allowances. They also include certain child welfare costs which, under the previous Act, were borne in part by the municipality; the Province assumes the entire cost of maintenance for children who have been apprehended and are in the custody of the Director of Public Welfare or of a Society, and the maintenance costs of children committed to the care and custody of the Director or of a Society. In the latter case, the province is also to bear the cost of hospital care and treatment for any child not an insured person under the provincial Hospital Services Insurance Act, 1958. The province continues to be responsible for aid to persons in unorganized territory.

The municipalities remain responsible for assistance to indigent persons who cannot qualify for a provincial social allowance in the categories mentioned above.

Mothers' allowances, formerly paid under the Child Welfare Act, are now included in the Social Allowances Act (see below).

Mothers' Allowances

Amendments in mothers' allowances legislation were made during 1959 in New Brunswick, Nova Scotia and Saskatchewan and new legislation passed in Manitoba.

In New Brunswick the amendment to the Mothers' Allowances Act adds a clause to define a deserted wife as one who is living apart from husband because of his acts of cruelty, because of his refusal or neglect without sufficient cause to supply her with food, clothing and other necessities, or because of his having been guilty of adultery which has not been condoned. This definition corresponds with that of the Deserted Wives and Children Maintenance Act.

The amendment to the Nova Scotia Mothers' Allowances Act raised the maximum amount payable on behalf of disabled children of the age of 16 years or over, as defined, from \$40 to \$50 a month.

Under the Saskatchewan Social Aid Act, 1959, new Mothers' Allowances Regulations (O.C. 860/59) were introduced, effective April 1, 1959, and gazetted June 5, 1959. The major changes or additions are briefly as follows:

—The payee must be at least 18 years of age at the date of commencement of the allowance.

—An allowance may be paid for a period of not more than three months after a father ceases to be incapacitated to give him time to become readjusted to his changed status and to make plans for his re-employment.

—Allowances may be paid to either the father or to the mother, if the father is incapacitated and living at home.

—Allowances may now be paid to a deserted mother even if a court order for support has not been issued against the father and without the submission of evidence that support cannot be obtained, if the Director of Public Assistance is of the opinion that no effort should be made to obtain support from the father.

—Provided a year has elapsed since she and her husband ceased to live together, a mother separated from her husband by a separation agreement is otherwise eligible for an allowance on the same basis as a mother judicially separated, but for whom no waiting period is required; in either case evidence must be submitted that she is unable to obtain full support from her husband.

—A mother who has several children is not entitled to an allowance unless she is prepared to meet the eligibility requirement for all of her children.

—In addition to allowing a total exemption of up to \$60 a month from income for actual expenses when a mother must employ someone to look after the children while she is working, a similar exemption may now be allowed while she is taking training to enable her to become independent. An exemption up to \$1 a day per child or a total exemption up to \$60 a month may also be allowed for day care of the children outside the home.

In Manitoba, the Social Allowances Act, 1959, which is to be effective on proclamation, includes provision for allowances to needy mothers with dependent children, formerly authorized by the Child Welfare Act. Coverage is extended in a number of ways under the new Act: the age of children who may benefit has been raised from under 15 years to under 16 years or, at the discretion of the Director, over 16 years but under the age of 18 years; the period of desertion after which a mother may qualify for an allowance is reduced from four years to one year; also, allowances may now be granted to a mother whose husband has been sentenced to imprisonment for one year or more and to an unmarried mother caring for two or more of her children in her own home.

Living Accommodation for the Aged

Loans made under section 16 of the National Housing Act have been used extensively in financing low-rental housing projects for the elderly. The interest rate on long-term low-interest loans made under section 16 to limited-dividend companies providing low-rental housing was increased from 4½ per cent to 5½ per cent per annum, computed semi-annually and not in advance, through Order-in-Council 59-435 gazetted on April 22, 1959.

During their 1959 sessions the Legislatures of Quebec, Manitoba, Alberta and British Columbia passed legislation affecting accommodation for the elderly; changes in regulations were made in Nova Scotia, New Brunswick and Ontario in late 1958 or early 1959.

Nova Scotia

Standards affecting the care and accommodation of persons in municipal homes in Nova Scotia are outlined in Regulations issued in 1959 under the Social Assistance Act, 1958. Compliance with these regulations is a condition for payment of maintenance grants under the Act, which also

provides for periodic visits to municipal homes by boards of visitors.

Under the Regulations, the buildings, grounds, equipment and furnishings of all municipal homes are subject to the approval of the Minister of Public Welfare, as are plans for new homes. Minimum floor space per resident in bedrooms and sitting rooms, and minimum temperatures permissible during the day and night are specified. The regulations also govern sanitation, nutrition, admissions and record keeping. For example, all rooms must be kept clean, well ventilated and free from odours; the nutritional value of the food served must meet the requirements of Canada's Food Rules and a report concerning the food and its adequacy is to be submitted periodically to the Minister by the Provincial Nutritionist; persons requiring care in a general or mental hospital and those likely to be incorrigible or disturb other residents may not be admitted to homes.

The supervisor of a home must be a mature person with the qualifications necessary for managing it. Homes with 15 or more residents are to include among their staff a member who is a registered or practical nurse, and those with more than 15 residents must have a supervisor on duty at all times. Senior staff members are required to attend staff training sessions and conferences held periodically by the Department of Public Welfare. Each home must have a qualified medical practitioner as its physician; his duties include examination of residents on admission, treatment of any patient in need of medical care and periodic visits to the home to ascertain that adequate medical care is being given to the residents.

New Brunswick

Through Order-in-Council 58/1017 published in the New Brunswick *Royal Gazette* of January 7, 1959, Regulations issued in 1958 under the Health Act to provide for the licensing, inspection and control of private places offering accommodation for more than two aged or infirm persons have been extended to cover private nursing homes. A nursing home is defined as a home offering accommodation for more than two aged or infirm persons, with registered nurses available on a 24-hour basis.

Under a more recent amendment, Order-in-Council 59/470, gazetted on August 18, 1959, the Minister of Health and Social Services of New Brunswick may authorize the use of the third floor of a home for the accommodation of ambulatory residents if an automatic sprinkler system

approved by the Fire Marshall has been installed. Accommodation was formerly limited to first and second floors only.

Quebec

An Act to Facilitate the Establishment of Homes for the Aged was passed by the Quebec Legislature in December 1958. The Act, which was passed with a view to encouraging the establishment of homes near their own communities for aged couples who are unable to keep house for themselves through "lack of the necessary assistance," authorizes the Government to appropriate \$15 million for the construction and maintenance of homes and housing projects. The province itself may erect, furnish and maintain such accommodation, or it may enter agreements and make grants for this purpose to persons, societies and corporations.

Administration of the Act is the responsibility of the Department of Social Welfare; the Lieutenant-Governor in Council is authorized to make regulations to ensure the safety and salubrity of accommodation and the comfort of its occupants.

Ontario

In Ontario, under the Homes for the Aged Act, 1955, the basis for provincial contribution towards the cost of constructing a municipal home for unorganized territory within a territorial district has been changed by an amending Regulation, O.R.313/58, gazetted on January 10, 1959.

The provincial contribution was formerly based on the portion of costs allocated to the school sections in unorganized townships according to their assessments for school purposes. It is now based on an assessment allowance for the unorganized area, which is arrived at by multiplying the per capita assessment of the organized municipalities in the district by the population of the unorganized portion. A share of construction costs is then allocated to the unorganized area in the same proportion as its assessment allowance bears to the total assessment of the district, and is paid in full by the province.

Penalties for delay in application by municipalities for provincial maintenance grants on behalf of homes for the aged and boarding homes are also introduced in these Regulations. If application is not made within three months of the first of the month to which it relates, the provincial grant for a home for the aged is reduced from 70 per cent to 25 per cent of net operating and maintenance costs. For boarding homes the reduction is from 70 per cent of maintenance costs paid by the

municipality or \$52.50 per month, whichever is the lesser, to 25 per cent of these costs or \$18.75 per month, whichever is the lesser.

Manitoba

A new Elderly Persons Housing Act to replace a statute of the same title passed in 1956 was enacted at the second 1959 session of the Manitoba Legislature, to become operative when proclaimed.

Under this Act, grants amounting to one third of the costs of construction or acquisition and reconstruction are to be made to municipalities and non-profit or charitable organizations erecting housing units for the elderly. These grants may not exceed \$1,667 for each two-person unit and \$1,400 for single person units. Formerly they amounted to 20 per cent of costs, not to exceed \$1,000 for two-person units and \$700 for single units. A "housing unit" is defined in the Act as accommodation for one or two elderly persons, with separate kitchen and bathroom facilities.

For hostel accommodation the grant remains at one third of construction costs but the maximum has been increased from \$850 to \$1,200 per bed for the construction of a new hostel and from \$400 to \$700 per bed for the renovation, repair or acquisition and reconstruction of an existing building. A hostel is defined as accommodation in which three or more elderly persons use the kitchen and bathroom facilities or bathroom facilities only. The number of infirmary beds for which a grant is made may not exceed one fifth of the total bed capacity of a hostel.

A municipality or organization requesting a grant is now specifically required to contribute 10 per cent of the total cost of the project, or 5 per cent of construction costs plus the necessary land with the municipal services available which are required under the Regulations. Also, plans for the construction or renovation of a building must be approved by the Minister of Health and Public Welfare, and, when accommodation is provided by a charitable or non-profit organization, that organization must be approved by the Council of the municipality in which the accommodation is located.

In addition to making grants, the province may now guarantee the repayment of the principle and interest on loans made to municipalities or organizations for providing accommodation.

Under the Manitoba Act also, the income of single persons or couples may not exceed five times the rental of the assisted accommodation which they are to occupy, not including the rental value of services and

equipment supplied; formerly the income limits were the same as those under the federal Old Age Assistance Act, inclusive of assistance.

As before, occupancy is limited to persons aged 65 and over or persons of that age and their spouses, except that in cases of need, persons aged 60-64 may now be admitted with the written permission of the Minister of Health and Public Welfare.

The statute authorizes provincial licensing and inspection of hostel and housing accommodation. It also provides for the appointment of a Director of Housing and a Supervisor of Elderly Persons Housing and Institutions. Regulations may be made setting standards "for the conduct, administration, and treatment of, and in, hostels and elderly persons housing units," prescribing rentals to be charged, governing registration of residents and record keeping and prescribing the services to be available to land used for accommodation.

Alberta

In March 1959, a new Homes for the Aged Act becomes law in Alberta. The Act authorizes what are termed "master agreements" between the Minister of Public Welfare and one or more municipalities wishing to provide low-rental housing or homes for ambulatory older persons.

Under these agreements the province will bear the costs of constructing, equipping and furnishing homes or housing projects while the participating municipalities must provide and service the required land, and agree to bear the net costs of operation. (A municipality with residents in a home in which it is not participating under an agreement is nevertheless required to share any deficits arising out of the operation of the home.)

The projects are to be operated by provincially incorporated foundations. Members of a foundation are appointed by the province and by the municipalities that are parties to the master agreement, with municipal representation being limited to council members; representation of contracting municipalities on the board of directors of a foundation is as prescribed in the agreement.

Provincial grants may be made under the Act to municipalities contributing to the maintenance of elderly persons in housing projects and private or municipal homes; the amount of these grants may be determined by the Minister of Public Welfare but in no case may they exceed 80 per cent of the amount contributed by the municipality. For a grant to be paid the elderly person must have resided in the municipality receiving the grant for 12 of the 24 months previous to his admission to the home or housing project, without assistance from public funds.

While the licensing of "private" homes remains a municipal responsibility within the framework of the Home for the Aged and Infirm Act, the province may make regulations fixing licence fees, setting the form of licences and prescribing books and records to be kept by such homes. Regulations may also be made governing the appointment of directors, boards of management, officers and employees of foundations, prescribing the form and content of master agreements, governing the equipment and furnishing of homes and units built under the Act and outlining the manner of computing the cost of maintaining persons in them.

British Columbia

Through an amendment to the British Columbia Welfare Institutions Licensing Act, which provides for provincial licensing and inspection of welfare institutions, municipalities are made responsible for the investigation of applications for licences. They are to report to the Welfare Institutions Board as required by it, and perform any additional duties that it may direct by regulation, subject to the approval of the Lieutenant-Governor in Council. The provisions of the Act extend to any shelter, institution or boarding home in which food and lodging are provided, with or without charge, to two or more aged or infirm persons receiving an old age pension or some form of public assistance.

—Research and Statistics Division,
Department of National Health and Welfare.

30th Annual Meeting of the Canadian Chamber of Commerce

Adopts recommendation on employer-employee relations that urges prohibition of agreements that deny or terminate employment because of non-membership in union; calls for registration of unions, prohibition of picketing in illegal strikes

The 30th annual meeting of The Canadian Chamber of Commerce adopted a recommendation on employer-employee relations urging, among other things, prohibition of provisions in collective agreements that deny or terminate employment because an individual is not or does not remain a member of a specified union. More than seven hundred delegates were registered.

The recommendation also called for registration of trade unions; prohibition of strikes and lockouts endangering public health or safety; secret strike votes before a strike may take place; prohibition of picketing except during legal strikes and at the premises where the strike is taking place, picketing to gain certification and in jurisdictional disputes; prohibition of sym-

pathy strikes; and clear definition and prohibition of secondary boycotts.

Recommendations were also adopted concerning automation, the employment of older workers and the physically handicapped, and seasonal unemployment. A complex resolution on unemployment insurance was also approved.

At the employer-employee relations session, the theme of which was "Labour Relations and the Public Interest," three speakers discussed labour relations and the law, labour relations and the economy, and labour relations and the public. A plenary session was held to discuss the theme, "A Sound and Stable Dollar". A session dealing with international trade is not reported here.

Labour Relations and the Public Interest

The fourth plenary session of the Chamber's annual meeting was a discussion of "Labour Relations and the Public Interest". Chairman of the session was F. W. Bradshaw, Chairman of the Chamber's Labour Relations Committee.

The speakers were R. V. Hicks, QC, of Miller, Thomson, Hicks and Sedgewick, Toronto; Dr. D. E. Armstrong of Economic Research Corporation Limited, Montreal; and E. L. Harrison, Vice-President of British Columbia Packers Limited, Vancouver.

R. V. Hicks, QC

The law has not kept pace with the dynamics of industrial relations, said Mr. Hicks, who spoke on "Labour Relations and the Law". "The law has remained virtually static since unions were first granted statutory bargaining rights more than 15 years ago, despite glaring deficiencies in the light of current conditions."

He traced the development of labour relations legislation from the time when unions could not be assured of recognition by employers, through the introduction during the war of a system of compulsory collective bargaining, to the present, when the rights granted in wartime have been carried forward into existing legislation.

In a summary of the rights acquired by unions under wartime legislation, he commented that, among others, they gained the

right to organize without employer interference, to bargain for all eligible employees although when negotiating the union may no longer represent a majority of them, to force membership on employees who oppose union membership, to refuse membership and thus deprive a worker of the opportunity to work, and to strike and thus cripple or destroy an employer's business irrespective of the merits or justice of their demands.

These rights, Mr. Hicks stated, were "not only substantial but without parallel in our society".

In return for these rights, he continued, unions were required only to suspend use of the strike weapon during organizational drives, while negotiations are pending, and during the term of an agreement.

In the employers' advantage, the legislation was supposed to lend stability to business operations because of the limitations placed on strike action; "but what practical remedy does an employer have against a union which violated the law by conducting an illegal work stoppage?" he asked.

Where he has suffered loss of profits and customers due to an illegal strike, in most jurisdictions he has the option of instituting prosecution proceedings against his employees or the union, or obtaining a declaration that the union has broken the law. There is no assurance that his loss will be made good at arbitration. None of these has proved practical nor adequate to prevent costly work stoppages, let alone compensate employers for losses incurred.

This legislation bestows benefits on unions without providing commensurate responsibility, Mr. Hicks continued. He stressed the union's lack of legal status in contrast to the full legal status possessed by every employer.

One union immunity from legal responsibilities that demands special attention is the monopoly enjoyed by unions in organizing. Combines legislation prevents employers from determining what area of commerce each will occupy but our laws condone the system of assigning on an exclusive basis jurisdiction over categories of workers, he pointed out.

This system, he said, "regiments employees into predetermined patterns of organization, establishes union monopolies to the degree that they may control the distribution and cost of labour in major segments of our economy, and exerts undue influence over the cost and amount of goods and services to be marketed."

A further manifestation of "unbridled union power" mentioned by Mr. Hicks was the union concept that an employer must not operate if struck and that the right to strike carries with it the right to close the enterprise and to deny it the right to employ others or make deliveries of finished products.

Some of the more serious abuses are subject to legal restraint, he acknowledged. But how often do we hear of the launching of a criminal prosecution for trespass, use of force, or blocking access to premises, he asked.

The entire scheme of legislation must be revamped, Mr. Hicks declared, "by restoring our democratic principle of voluntary association and participation". It should include provisions for equal rights and responsibilities for unions and employers alike.

He suggested that legislation be enacted to return control of unions to rank-and-file members, to require the same responsibilities of unions as prevail for employers, to wipe out the system of assigning jurisdiction over categories of workers, and to provide for a government-conducted secret vote in all certification proceedings. "Unions should no longer be granted preferential and exclusive treatment," he asserted.

In conclusion he proposed that provisions should be made for greater protection of the individual union members; that employers should not be compelled to renew agreements with unions that no longer represent a majority of employees; that statutory conditions should be directed against abuse of trust funds, trusteeships,

and secondary boycotts; and that the law relating to picketing and secondary boycotts should be clarified.

Dr. D. E. Armstrong

Unions blame big business for inflation; big business blames the unions. But economists attribute most of the responsibility to excesses of demand, Dr. Armstrong said. "A commonsense appraisal of the history of price movement suggests that the economists' version of price increases is the correct one," he said in an address entitled "Labour Relations and the Economy".

If unions or administered prices were responsible for inflation, we should expect inflation to be a continuous process; but it is not. "I estimate that at least 90 per cent of the price increases we have had have followed—and resulted from—sharp increases in borrowing."

Dr. Armstrong said the confusion about inflation arises from the failure to distinguish between the cause of inflation and the transmission of inflation. "Because one man's price is another man's cost," he explained, "an increase in one price will very often justify or necessitate an increase in another price. Most of the instances of the 'cost-push' type of inflation that are cited are merely examples of the transmission of inflation from one industry to another."

Turning to the question of what causes some prices to begin increasing in the first place, he pointed out that the three distinct inflations since the Second World War followed three events: that war, the Korean War, and the "investment explosion" that occurred in 1956.

Once started, a price inflation takes time to work itself out, which is the reason the rise in prices that began in mid-1956 continued into part of the subsequent recession.

Because the principal type of inflation in the past has been "demand inflation" the prime responsibility for increases in prices must rest with the central governments of the world, Dr. Armstrong said.

"It is up to the government to control aggregate demand," he maintained, pointing out that taxes and monetary controls can be used, when excess demand seems imminent, to compel consumers and business to relinquish their claims on goods and manpower. "It goes without saying that the prevention of demand inflation requires a good deal of public understanding and government leadership."

Although he believed that governments must bear 90 per cent of the responsibility for past inflations, he had come to the conclusion that this country is becoming

inflation prone. "A given increase in demand is tending to produce ever larger increases in prices."

We should be able to operate our economy in high gear with an average rate of unemployment of 3 per cent without running into inflation. Yet from 1956 to 1958 our consumer prices increased 8 per cent, and during this period the average rate of unemployment was 4.7 per cent. Even during the boom year of 1956 the average level of unemployment was in excess of 3 per cent.

We know that there is a sure way to cure inflation, and that is to restrain demand. Demand is restrained by increasing taxes, reducing government expenditures, or tightening credit controls. If we had wanted a smaller price increase during the recent boom, we could have had one. It is true that some overall improvement might have been achieved if government actions had been better timed, but even with perfect timing of monetary and fiscal policy I am afraid that complete price stability could have been purchased only at the expense of substantially higher levels of unemployment.

No one favours an 8-per-cent inflation in three years but also no one favours a higher level of unemployment. This was a dilemma that could not be blamed on the government. Instead, there were five suspects: the owners of capital, the company officers responsible for pricing, unions, non-unionized workers, and professional and managerial people who are capable of influencing their own remuneration. Of the five, Dr. Armstrong believed that prime responsibility for the country's great proneness towards inflation rested jointly with unions and with professional and managerial classes able to influence their own remuneration.

"Unions can, and do, insist on wage increases that, in many cases, are unrelated to productivity changes, to the demand for their services, or to the cost of living... If we want to curb excessive demands by unions, we must operate our fiscal and monetary controls in such a way as to restrain demand and ensure that there is a high level of unemployment. In other words, unemployment is the only effective check on excessive wage demands," he declared.

Because he suspected that doctors, lawyers, accountants and corporate officers have been able to increase their fees and salaries as quickly as unions have, he thought that they must share with unions the responsibility for increasing our propensity towards inflation.

Turning to the next suspect, the price administrator, Dr. Armstrong said that our market type of economy requires that administrators maximize profits. But where excessive profits exist they bring new entrants into the industry or lead to the creation of new industries manufacturing

Regarding the new attitude by management to trade union demands, and in particular the attitude of the United States steel industry in the present dispute in the industry, Leonard Hynes, new Vice-Chairman of the Chamber's Executive Council, said that employers were not trying to avoid granting increases but, on the contrary, were trying to find ways to grant increases without raising prices. He was speaking at a press conference held by the newly elected officers of the Chamber.

substitute products and in this way keep prices down. "If the price of steel is kept too high in relation to other prices, we shall very soon be driving cars made out of aluminum."

As to the other suspects, unorganized workers and the owners of capital, "they simply lack the power to take concerted collective action to increase their rewards...

"If we are to solve this problem of our high propensity towards inflation," Dr. Armstrong concluded, "we must be prepared to turn the spotlight of investigation on unions, professional groups, and price administrators who behave in a foolish or irresponsible manner."

We need honest research, he emphasized. Because research by business organizations into unions and union research into management groups, even if honest, is suspect, he suggested jointly sponsored research and, also, a series of Royal Commissions. "Why not, for example, a Royal Commission to investigate the most recent inflation in Canada to find out what we did wrong, and how we can prevent recurrences?"

Inflation is not a problem that will cure itself, he said. "If we want full employment and stable prices, we are going to have to devote much more time and energy to the problem than we are now doing."

E. L. Harrison

The inability of labour and management to settle their differences is often looked upon as a fight between these two parties only, with one eventual loser; but unfortunately in such cases there is a third party—the public, and the public is always a loser, said Mr. Harrison in an address entitled, "Labour Relations and the Public".

The effects of the present labour-management situation are felt by the public in many ways, he said. Besides economic losses in the form of inflation and lost employment, certain fundamental civil liberties are also in jeopardy if and when any form of compulsion is agreed to in the settlement of a labour dispute.

Regarding inflation, he deplored the tendency for labour leaders to hold the concept of the wage-cost-price relationship at

arm's length, although its existence was undeniable. "Wages are inflationary when they are not in keeping with the economic facts," Mr. Harrison said.

Often it is the monopoly power of the union that wins the increase in wages or benefits for the membership. "If monopoly in business is against the public interest, then monopoly in labour unions is equally detrimental," Mr. Harrison declared.

Certain unions, he asserted, claim a fundamental right to extract "not merely all the traffic will bear, but all that can be obtained by holding the industry in idleness until a form of ransom is paid, first by the employers and then by the public."

The use of the argument by a union that a wage demand is justified because another union has got an increase is essentially, Mr. Harrison said, "a matter of straight competition between unions, regardless of economic facts affecting an industry, or the public".

Turning to the lost employment that he said was the other major economic loss suffered by the public as a result of the present labour-management situation, he said that the demands of unions for wage increases not justified by productivity increase created unemployment in two ways. First, if the unreasonable demands were granted, the ability of industry to compete was hampered, with a resulting cutback in production and employment. Secondly, if the demands were not granted and a strike ensued, the result was again increased unemployment.

Surely unions cannot forever disregard the fact that an economy can only be sound when it has achieved reasonably full employment, and this must come before striving for ever-increasing wages for *only* those already employed. Both objectives are not capable of simultaneous accomplishment. Full employment must come first, and labour must join in striving to achieve this objective.

Another effect of strikes and unemployment, he pointed out, was to reduce the revenues of all levels of government. This was another burden that fell on the public—the taxpayer. He made the point that work stoppages come from demands for higher wages, not from proposals by employers to lower wages.

In addition to the economic ramifications arising from the current labour-management situation there was the threat to individual rights, he went on. "The feature of compulsion that is becoming more and more prevalent in union agreements" cannot be overlooked. The unions' claim that "right-to-work" laws undermine and destroy trade unionism is "a confession that unions cannot survive without compulsion".

"The fact is," he asserted, "that freedom *not to join* affords one of the easiest checks on a union leadership that is not responsible to the will of the membership and the public interest."

Passing on to the role of government in labour disputes, Mr. Harrison pointed out that it is only through the action of government that the public has a direct voice in labour-management matters. While he did not think that anyone believed industrial peace could or should be legislated, yet "government action in enacting new legislation has met with the general approval of the much-abused public, because it is basically designed to establish responsibility on the part of unions and to afford a greater measure of protection to the public interest".

Unions are no longer the underdogs they once were, and their new role demands that they act responsibly. If they did not take this role voluntarily, then the public would act through government.

In spite of the legislation that had been passed—he referred especially to British Columbia's new Trades-union Act—something more must be done, Mr. Harrison asserted. He suggested:

1. Replacement of conciliation boards by a mediator, who would try to bring about a settlement on the basis of fact rather than on the principle of compromise.

2. Compulsory arbitration in cases where the health, safety or essential needs of the public were concerned.

3. Shortening of the period between the strike vote decision and the beginning of the strike. This would mean that the decision would indicate more clearly the views of the employees affected. In order that a strike vote should clearly represent the ideas of all the employees concerned, the vote should be taken among all those employed in the operation.

"This would prevent action by a minority of employees that would be detrimental to the majority," he said.

Question Period

During the question period after the three speakers had delivered their addresses, Mr. Armstrong suggested the setting up of a Royal Commission, on the lines of the Gordon Commission, to study the whole question of inflation and unemployment.

In answer to a question whether we could achieve price stability and full employment at the same time, he said that the existence of unemployment was at present the only real check on excessive wage demands by the unions. He suggested that it would be

necessary to accept 5 to 6 per cent unemployment in order to preserve price stability. Unions would have to learn to moderate their demands if they wanted to have less unemployment, he said.

To allow wage demands to be limited by the existence of unemployment was not a satisfactory method, he agreed, but he saw no feasible alternative.

The only alternative to unemployment as a brake on wage demands, he said, was to regulate wages. By its present policy of full employment, the Government, he pointed out, was in effect guaranteeing to provide a market for all the labour that was available, and this was not feasible without control of its price.

However, he doubted the practicability of controlling wages. Unions represent more votes than employers, and for this reason any government would be inclined to lean towards the union side.

Moreover, he said, unions would not accept wage legislation unless it were accompanied by price legislation. In theory, regulating wages by authority was a good idea but he did not think it would work in practice. What constituted a fair wage could not be decided by theory. The result of trying to regulate wages, he thought, would be the development of an almost wholly planned economy.

When asked whether management should take its case direct to its employees instead of dealing through a union, Mr. Harrison thought it shouldn't as long as negotiations with the union were progressing satisfactorily. If a deadlock arises, however, he said that management should carry its case both to its employees direct and to the public.

Answering a question as to whether trade unions will accept wage reductions when economic conditions point that way, Mr. Harrison said that the advisability of reducing wages in a depression was questioned by some economists, who thought it was easier to maintain full employment if wages were inflexible downwards. Such inflexibility was not altogether bad, and might be good. He did not think, anyhow, that the unions would accept wage reductions.

Mr. Hicks agreed with a questioner that it would be a good idea for employers to co-operate with each other in fighting union demands, but he doubted whether in practice such co-operation was feasible.

Is increasing wages the way to increase purchasing power, Mr. Armstrong was asked. Under conditions of steady prices, wage increases were needed to provide the increased purchasing power required to

If Canada is successful in halting inflation, thereby ensuring a sound currency, existing cost-price patterns may well be altered with benefits to the whole country. Wage increases during periods of labour shortages and inflation are easy to grant and to obtain—the consumer pays with inflated dollars. During such periods trade unions are in a position to exert maximum economic power. But the period of easy sales and cheap money is over, at least for the present. Interest rates are high, Canadian exports are running into heavy competition even in the natural resources industries, competition is paring profit margins in the domestic market. Fortunately, the general unemployment picture is improving but acute labour shortages are past. Moreover, existing trade union policies are likely to be modified in the light of current public uneasiness over the wide economic power that unions can wield.

—D. L. Morrell, General Manager,
The Canadian Chamber of Commerce

carry off increased production, he replied. Wage increases, however, must not be excessive.

If government legislated to remove some of the rights of unions might not it also act to curtail the rights of corporations, Mr. Hicks was asked. In reply he said that the unbalance between the power of unions and that of employers was so large that such a danger was not great. Unions were so much stronger than the employers that the aim of such legislation would be merely to redress the balance, he implied.

Unions that claim the right to the whole increase in the productivity of their own members are leaving out the public, Mr. Armstrong agreed. If workers in industries where productivity increases are high are absorbing the whole of the increase in their own productivity, it is impossible to maintain a stable price level, he asserted. He argued that wage increases should not exceed the *average* increase in productivity for industry as a whole. This would leave the necessary leeway to cover wage increases in industries where there was little or no increase in productivity, such as the Civil Service.

A Sound and Stable Dollar

Theme of the meeting's second plenary session was "A Sound and Stable Dollar". The three speakers were W. T. G. Hackett, Assistant General Manager, Bank of Montreal; Dr. John J. Deutsch, Vice-Principal and Professor of Economics, Queen's University; and Dr. J. H. Smith, President, Canadian General Electric Company. Chairman of the session was D. G. Currie, Chairman of the Chamber's Economic Development Committee.

In his introductory remarks, Mr. Currie pointed out that there were two opposed ways of life, the collectivist way and the "free enterprise" system. Evidence of collectivism can be seen in Canada, he declared, "in the form of government price supports and subsidies, government-owned and operated business enterprises, union monopoly, manipulation of money".

Mr. Currie warned against one of the "most noxious" forms of collectivism: "any inordinate and unwarranted opening of the public purse strings to provide selective social benefits".

W. T. G. Hackett

Speaking on "The Erosion of the Dollar," Mr. Hackett said that for some reason, an annual "creep" of about 2 per cent in the consumer price level seems to have been accepted as inevitable. "This is an innocent looking little figure; but erosion at this rate would halve the purchasing power of the dollar in just about 35 years," which period, he said, was close to a man's working life span.

He also warned those who think that it is possible for inflation to creep that "the inflationary process has not, in the past, followed a pattern of slow, persistent erosion, and there are no really convincing grounds for believing that such will be the pattern of the future". On the contrary, inflationary forces, though they may begin to work gradually, before long "generate within themselves their own acceleration".

The choice, then, was not between a sound and stable dollar on the one hand and a gradual and beneficent inflation on the other, but between monetary stability and recurrent cycles of boom and recession.

He added that, although violent upward price pressures accompany a boom, appreciable price declines do not go along with a subsequent recession. The dominant characteristic of the postwar retail price structure has been "stickiness" on the down side, Mr. Hackett said. "Gains in productivity tend to be passed along via wage increases rather than price reductions."

John J. Deutsch

"We cannot have steeply rising government expenditures, large deficits, rapid economic expansion, easy money and a stable dollar all at the same time," said Prof. Deutsch, who spoke on "Government Spending".

He began by pointing out that at the end of the war, many governments, including Canada's, accepted responsibility for

the maintenance of high levels of employment but did not show equal concern for the maintenance of the value of money. In the past, when governments were not held responsible for the level of employment, periodic price increases were followed by decreases, with the result that there were long periods in which the value of money was relatively stable. But during the past 15 years the price rises that have taken place during periods of rapid expansion have not been offset by subsequent declines.

"The result has been a persistent erosion in the value of money—creeping inflation," he said.

Government expenditures contributed substantially to this creeping process, he continued. During recessions, governments have almost invariably intervened with massive increases in expenditure in order to help maintain employment; but the expenditures were almost never reduced, so that government spending has expanded progressively from one burst of activity to the next.

"There can be very little doubt that the persistent tendency to divert more productive resources into the hands of the government by surplus in the expenditure which are almost never reversed has had a significant effect on prices and costs," Prof. Deutsch declared.

Government actions to maintain employment have not done away with business cycles but have helped considerably to flatten them out. "This moderation of the cycle has prevented much economic waste, has facilitated more continuous growth and has greatly mitigated the scourge of chronic unemployment. These are important gains which no one would wish to lose, but, unfortunately these gains have been accompanied by a rising cost of government and by the injustices which flow from a protracted erosion in the value of savings. The danger we now face is that these disadvantages and evils will become so persistent that they will themselves be the cause of instability and unemployment."

Turning then to government actions to provide minimum levels of income and support to all citizens—"the welfare state"—Dr. Deutsch said the use of taxation to bring about re-distribution of income can have the effect of reducing the total supply of savings and of increasing total consumption. And now, in Canada, the demand for capital has far outrun the supply of savings.

"If we try to expand both welfare spending and capital investment at too rapid a rate we will have a strong inflationary bias in the system," he pointed out.

"We cannot have steeply rising government expenditures, large deficits, rapid

economic expansion, easy money and a stable dollar all at the same time," Prof. Deutsch concluded.

J. H. Smith

If manufacturing competence were the only factor in determining selling prices over the last decade they would have gone down 30 per cent, said Dr. Smith, who spoke on "The Increasing Costs of Production". In fact, retail prices have increased 55 per cent between 1946 and 1955.

Taking examples from his own industry, the President of the Canadian General Electric Company Limited said man-hours required to produce a refrigerator have been reduced by more than 40 per cent since 1952; an electric range, by more than 25 per cent. The Canadian Labour Congress, in its September 1958 issue of Labour Research, presents data showing a national productivity increase of 32 per cent between 1946 and 1955.

"If wages, taxes and per cent profits had remained constant during this period, selling prices would have dropped approximately 30 per cent as a reflection of this productivity increase," Dr. Smith declared. But instead they rose by 55 per cent.

"Despite union leadership protests to the contrary, the largest contributing factor within the control of our own economy has been the excessive increase in wages and salaries," he said. Wages, not including fringe benefits, increased 87 per cent between 1946 and 1955, he pointed out.

He went on to say that in constant dollars, the 87-per-cent wage increase was only 25 per cent, in other words, wage increases have paralleled production increases. This should not surprise, because "it is not dollars that improve our standard of living—it is increased output of the products we consume".

During the past decade, dollar wage and salary increases have been far in excess of the productivity increase and the resultant increase in selling prices "has automatically forced a depreciation of the wage dollar . . .

"The Canadian economy is now suffering in loss of jobs and profit opportunities

Chamber's Officers for 1959-60

At the 30th annual meeting of The Canadian Chamber of Commerce, the following were elected to the national board of directors for 1959-60:

President: H. Gordon Love, President, "The Voice of the Prairies" Ltd., Calgary.

1st Vice-President: W. A. Scammell Case, Executive Vice-President, T. McAvity & Sons Ltd., Saint John, N.B.

2nd Vice-President: W. S. Kirkpatrick, President, Consolidated Mining & Smelting Co. of Canada Ltd., Montreal.

Chairman of Executive Council: R. H. Keefer, CBE, DSO, Vice-President, The Bell Telephone Company of Canada, Montreal.

Vice-Chairmen of Executive Council: Leonard Hynes, Vice-President, Canadian Industries Limited, Montreal; J. Douglas Gibson, General Manager, Bank of Nova Scotia, Toronto.

Honorary Treasurer: C. B. Neapole, Assistant General Manager, The Royal Bank of Canada, Montreal.

Associate Honorary Treasurer: D. B. Cruikshank, President, The Steel Equipment Company Limited, Pembroke, Ont.

resulting from the increasing flow of imports into our domestic markets and our growing inability to sell abroad because of our high selling prices."

Faced with an increased wage structure, management can meet the increased wage cost through increased efficiency, but it is not possible to meet increased wage costs this way at the same time in every industry in the country; or it can accept a reduction in profits by the amount of the wage increase, but it cannot do this without bankrupting first the industry and then the federal treasury; or it can increase the selling price of its products, and this is the choice management has been forced to take in order to stay in business, with resulting detriment to our export trade.

Management and labour alike should face the present problem realistically and allow no further deterioration of the dollar through wage and salary increases that are out of proportion, industry by industry, to the actual increase in productivity," he concluded.

Policy Declarations and Resolutions

Policy Declarations

The Chamber's policy declarations and resolutions were debated at two plenary sessions before being approved on the final afternoon of the meeting.

In its policy statement on employer-employee relations the Chamber emphasized its belief that "every individual should be free to choose and follow the vocation of

his choice regardless of his membership or non-membership in a labour union".

The statement gave support to the principle of collective bargaining and declared that "good industrial relations cannot be achieved solely by legislation". It went on to say, however, that legislation affecting labour-management relations should prohibit all strikes during the life of a collective

agreement, provide for the taking of secret strike ballots by independent parties, ensure that strikes have been authorized by a majority in the bargaining unit or operation, establish the period after a strike vote during which strike action can be taken, provide for "settlement votes" during a strike, establish clearly conditions under which picketing is lawful or unlawful, establish that unions are civilly responsible before the courts for their actions, and provide for the arbitration of disputes that endanger public health or safety.

The recommendation accompanying this policy declaration urged, among other things, prohibition of agreements that deny or terminate employment because of non-membership in a specified trade union; registration of trade unions as a condition of certification; a requirement that unions operate under prescribed by-laws that would protect the rights of their members; prohibition of picketing aimed at gaining recognition, in the case of jurisdictional disputes, and where the employer is not a party to the dispute; and prohibition of sympathy strikes and secondary boycotts.

Automation

Failure to harness automation's advantages to improve productivity "would prove fatal to the competitive position of many Canadian industries," the statement said, but the utilization of automation will continue to be a gradual process "that will permit adequate arrangements to be made for any required retraining or redeployment of the work force".

Education designed to meet the need for different skills and more engineers and technicians is of increasing importance and must receive immediate attention, the Chamber declared.

Employment of Older Workers

"The problem of the older worker must be faced if we are constantly to raise our national product, not place an unfair burden on the employed population, and enable those older competent people who wish to do so to remain in productive and useful employment," the statement said.

In a recommendation, the Chamber urged employers to recognize the skill and experience of older workers and give consideration to the suitable employment of this group to the fullest extent practicable.

Employment of the Physically Handicapped

Declaring that many jobs do not require the full capacities of an able-bodied person—"If a handicapped person still has the required capabilities, he is not handicapped in that particular job"—the Chamber, in

a recommendation, urged employers to continue to co-operate in the placing of physically handicapped persons in suitable jobs and urged employers who had not already done so to investigate the possibilities of employing physically handicapped persons.

Seasonal Unemployment

Seasonal unemployment is a recurring annual waste of manpower and, frequently, of productive capacity, the Chamber declared, recommending that employers plan their work as far as practicable to give employment during any seasonal unemployment period and to co-operate with local agencies in plans to combat seasonal unemployment.

Immigration

Believing that "Canada's expansion potential and developing economy require a continuous inflow of manpower to supplement the industrial and farm labour force," the Chamber recommended that "aggressive government action be taken to ensure a greater and more continuous flow of desirable immigrants".

Rehabilitation

The Chamber declared that a co-ordinated rehabilitation program combining physical restoration, social, psychological and vocational services is a money-saving device. Physical restoration must be aided by work assessment, counselling guidance and help in job-placement and retraining where necessary, the policy statement added.

It petitioned the federal Government to encourage and support the provinces in every way possible to develop co-ordinated rehabilitation programs that will provide the facilities necessary to bring comprehensive rehabilitation to those who can benefit.

Resolutions

A lengthy resolution on unemployment insurance was adopted.

After pointing to a decrease of almost 50 per cent in the Unemployment Insurance Fund between the end of 1956 and March 31 this year, to the excess of disbursements over revenue in the latest fiscal year, to the fact that the recent 30-per-cent increase in contribution rates accounts for slightly less than half the over-all rate of diminution of the Fund, to the serious impact on the Fund resulting from the introduction of seasonal benefits and the extension of coverage to employments with a high incidence of regular seasonal unemployment, and to the loss of almost \$14 million resulting from the payment of

fishing benefits, the Chamber urged upon the federal Government the desirability of separating provision for unemployment assistance from the Unemployment Insurance Fund, of segregating seasonal benefits from "unexpected unemployment" benefits, and of making special financial provision for seasonal benefits and benefits for unemployment of a regular seasonal nature.

It also recommended that an independent body study the whole Unemployment Insurance Act with a view to restoring the Fund to a sound financial basis.

A resolution on government annuities urged that the advertising, promotion and solicitation work of the Annuities Branch be stopped and that the sale of group annuities be discontinued.

Salaries and Qualifications of Women Teaching in Canadian Universities

Recently published report provides for first time information concerning women teaching in institutions of higher learning in Canada, giving data separately for men and women. About 80% of nation's full-time university teachers covered

Publication by the Dominion Bureau of Statistics of a report on salaries and qualifications of teachers in universities and colleges makes available for the first time information concerning women teaching in institutions of higher learning in Canada. The report* gives some of the data separately for men and women.

The report, covering the academic year 1958-59, provides information from 59 institutions employing roughly 80 per cent of Canada's 6,610 full-time university and college teachers. As nearly as can be determined, the survey included all institutions with 1,000 or more full-time students.

The salary information is as at November 1, 1958, and is limited to lay teachers and religious teachers paid on the same basis as lay teachers. Salary data refer to basic annual salary rates only. The report points out, however, that many teachers receive extra income from teaching evening, extension or summer classes, and "many earn income from non-university sources".

Of the full-time teachers reported, 11 per cent were women. This is a smaller proportion than the 15 per cent listed in the 1951 Census as "professors and college principals" but the data are not strictly comparable, as some coming within the Census definition would not be included in the DBS survey.

On the whole, the women teachers' academic degrees were not as high as those of the men teachers, and the largest number of women teachers earned their degrees within the preceding ten years. More than 70 per cent of the women occupied positions

below the rank of assistant professor whereas more than half of the men teachers were assistant professors or higher in rank.

The median salary for women was \$6,000 and for men, \$7,304. Men are found in larger numbers in the higher paid fields, and thus men's salaries were, on the whole, higher than women's. But even for the same level of academic or professional degree, median salaries for men were higher than for women.

Of course salaries and qualifications of both men and women are subject to many of the same influences. For example, pay in some fields of knowledge is generally higher than in others, depending on the length of preparation required and the demand and supply of personnel. Also, salaries vary in different regions of Canada. In 1958-59 the median salary was highest in the western provinces, followed by Ontario, Quebec and the Atlantic Provinces. Regional variations are related not only to the local economic climate but also, probably, to a considerable extent to the size of the institutions in the area. The report states that "in general, the larger the institution the higher was the median salary of teachers".

Qualifications

One measure of qualifications for university teaching is the highest university degree earned. On the whole, the academic degrees achieved by women teaching in Canada's institutions of higher learning were not as high as those of the men. For example, only one in five of the women paid as lay personnel held the doctorate whereas 46 per cent of the men had achieved this highest academic degree. The largest group of women teachers (44 per cent) had earned the master's degree.

**Salaries and Qualifications of Teachers in Universities and Colleges, 1958-59*, Education Division, Dominion Bureau of Statistics. Available from the Queen's Printer, Ottawa, \$1.00.

Roughly 23 per cent of the women, compared with 12 per cent of the men, had no degree beyond the first baccalaureate. There was also a higher proportion of women than of men (17 per cent as against less than 2 per cent) with no university degree.

Qualifications are also measured by experience. Tabulation of the number of years that have elapsed since granting of the first degree shows that roughly the same proportion of the men and of the women teachers earned their first degree less than 10 years ago: 29 per cent of the men and 28 per cent of the women.

Comparison of men and women on this score is open to the objection that the working life of women, particularly those who are married, is likely to be interrupted. There is no information in the report about marital status.

According to a division by decades that have elapsed since graduation, the largest number of women teachers were graduated in the most recent decade. The largest group of men in the profession graduated in the next earlier decade, i.e., they earned their first degrees 10 years but less than 20 years ago. More than a third of all the men teachers graduated during that period. On the other hand, a somewhat higher proportion of women than of men received the first degree at least 30 years ago.

Field of Knowledge and Position Occupied

Qualifications of teachers in universities and colleges are related both to the fields of knowledge in which they specialize and to the duties and responsibilities associated with the positions they hold. When positions are ranked in order of status from dean to professor, associate professor, assistant professor, ungraded professor and, finally, lecturer or instructor, more than half of the men were assistant professors or above, whereas more than 70 per cent of the women occupied positions below the rank of assistant professor. The largest group of women (36 per cent) was made up of lecturers or instructors. Among the men, assistant professors constituted the greatest number (28 per cent).

Since 45 per cent of all those reported are employed in the broad area of arts and science (excluding pure science), this is the main field of employment for university teachers of both sexes. Women were represented on the teaching staff in all faculties shown in the report, with the single exception of "engineering, applied science".

However, concentration of women in certain areas is noticeable. With the exception

of arts and science, which occupied 46 per cent of the men and 32 per cent of the women, faculties employing the greatest number of women were household science, education, and nursing, all concerned with what is traditionally considered to be women's work. For men the most important fields of employment, after arts and science, were: engineering, applied science; medicine; and agriculture, in that order.

Salaries

The median salary for women was \$6,000 and for men \$7,304. These were up from \$5,507 and \$6,739 respectively the year before.

Generally speaking, salaries increased with the passage of years after graduation with the first degree until, for both sexes, the peak of earnings was reached 40 to 44 years after first graduation. Thereafter median earnings declined, perhaps because some persons were undertaking less demanding work in their later years.

Men tend to have an advantage over women both in qualifications and in responsibility and seniority of positions occupied, and they are also found in larger numbers in the higher paid fields; therefore, men's salaries were, on the whole, higher than those paid to women.

The highest median salaries were in the faculties of dentistry (\$9,200), medicine (\$8,718) and law (\$8,625), in all of which the proportion of women teachers was small (5, 8 and 1 per cent respectively). Next in order were theology, education, agriculture, pharmacy, architecture and engineering, all with medians of \$7,000 or over. Below the \$7,000 median were arts and science, social work, pure science, commerce, household science, music, nursing, physical and health education and physio- and occupational therapy.

The report observes that "household science, nursing and physio- and occupational therapy, the faculties in which women teachers were in the majority, were among the five with lowest median salaries". This may be due in part to the smaller proportion in these lines of work who hold advanced degrees or extra-heavy responsibilities.

However, the data show that even for the same level of academic or professional degree, median salaries for men were higher than for women. It is also noted that in each rank (i.e., from dean down to lecturer) the median salary for women was lower than that for men. For all ranks combined it was \$1,304 lower, or 82.1 per cent of the median for men.

Women Working for Pay in Japan

Number of Japanese women in paid employment has increased spectacularly in recent years. Women's labour force now totals 6,110,000, double the number ten years ago, and one of every three paid workers in the country is a woman

The number of women in paid employment in Japan has increased spectacularly in recent years, according to information given in two recent publications of the Women's and Minors' Bureau of the Japanese Ministry of Labour.*

One in every three paid workers in Japan is a woman and the women's labour force numbers 6,110,000, double the total of ten years ago. The average age of the women workers is low, 25.4 years, compared with 33.2 years for men. Thirteen per cent of working girls are under 18 whereas only 4 per cent of the boys in the labour force are so young. Women's length of service is short, on the average 3.6 years, exactly half that of men. These factors serve to depress the status of Japanese women workers.

Recently, however, there have been indications that the average age and length of service are increasing. More mature women now have jobs, and more women are also remaining in employment after marriage. Between 1953 and 1957 the percentage of married women working for pay increased from 9.8 per cent to 17.4 per cent.

Japanese women have a high standard of basic education. Seventy-five per cent of the girls graduate from middle school as against 69 per cent of the boys, and more girls than boys finish high school (24 per cent and 22 per cent, respectively). Few women, however, obtain higher education. One woman for every 23 men graduates from junior college and one woman for every 119 men has a university degree.

Manufacturing, chiefly the textile industry, employs the largest number of women. Then follow the service trades and wholesale, retail, financial, insurance and real estate establishments. Women work mostly in the smaller undertakings employing fewer than 100 persons.

Few women, even among those who are highly qualified, hold professional or administrative positions. The number of women teachers has, however, increased greatly in postwar years. Moreover, women are now

found in administrative positions in education. In 1958 there were 133 women principals of elementary and lower secondary schools, 42 women presidents of private colleges and 1,145 women teaching on the staffs of these institutions.

By legislation, Japanese women are entitled to equal pay for equal work. There have recently been fewer cases of violation of this law but it is a difficult one to enforce in the small undertakings.

Although the average wage for women is less than half that of men, average earnings have slowly been increasing. Women in financial and insurance undertakings receive the highest average wages; those in textile manufacturing the lowest. Men's earnings increase with age and length of service, but women, even those who are university graduates, tend to reach their peak earnings between 25 and 30 years of age.

In 1957, one quarter of the women in gainful employment—1,630,000—belonged to the trade union movement. Women members are usually organized in a "women's division" of their unions.

Forty per cent of women union members are in manufacturing, about half of them working in the textile industry. The various services come next, with 20 per cent. Government employment accounts for 10 per cent and it is in this area that the fastest rate of growth in union membership is taking place. Although the number of women trade unionists increases each year, the proportion has declined since 1948, when nearly half of women workers were members. The chief reason for the decline is that much of the expansion in women's employment has been in commercial undertakings, in service industries and in small establishments, where organizing workers is particularly difficult.

The status of Japanese working women has undergone a historic transformation since the pre-war era, when the traditional bias against women shut them out from remunerative work except in very limited fields. There are many reasons for the progress that has taken place; the most important factor is undoubtedly the increasing job opportunities offered by the expanding Japanese economy.

**Status of Women Workers in Japan, 1957 and The Status of Women in Postwar Japan, 1958*, (part V, Women Workers), Women's and Minors' Bureau, Ministry of Labour, Tokyo.

Minister Launches Campaign to Create Job Opportunities for Older Workers

Both Unemployment Insurance Commission and Department of Labour intensifying efforts on behalf of older workers. Minister sends letter to thousands of Canadian employers describing problem of older worker, asking aid in solution

A long-range campaign to create a more favourable employment climate for older workers has been launched by Hon. Michael Starr, Minister of Labour.

Under the Minister's active leadership both the Unemployment Insurance Commission and the Department of Labour are intensifying their efforts on behalf of older workers.

The Unemployment Insurance Commission through its National Employment Service is making special efforts to encourage employers to eliminate, as far as possible, age specifications in hiring and is doing all in its power to find jobs for unemployed older workers. As an aid to these efforts the Commission recently published a booklet called *How Old is Old?* (L.G., Sept., p. 896), which is being given wide circulation and receiving favourable acceptance.

The Department of Labour, as its role in the over-all campaign, is undertaking the co-ordination and development of policies and activities involving research, liaison with national organizations, and the development and general implementation of a national educational program using all types of publicity outlets.

As one part of the program the Minister is sending a letter (reprinted on facing page) to thousands of employers throughout Canada. The letter describes the problem and asks the assistance of employers in finding a solution. In referring in the letter to workers past 40, Mr. Starr says, "Government alone cannot improve matters, but with the help of more enlightened employers, we could benefit thousands of fellow Canadians. Here is a reservoir of labour, possessing those attributes which come with maturity and stability, awaiting the realization of its potential by alert businessmen who are willing to hire on the basis of ability and merit, not by the calendar."

The first 3,000 letters to go out brought some 800 replies. Most of these replies gave assurance that in dealing with a social and economic problem such as the employment of older workers the Minister had gone to the right source—industry itself. Most of the letters were encouraging

and indicated that considerable interest was being aroused. One of the most significant pieces of information emerging from the mass of correspondence was the experience of several companies with pension plans that were flexible enough to offer no obstacle to the hiring of older workers or their retention in employment long past 65 years of age. This was particularly encouraging in view of the widespread belief that pension plans were a major obstacle.

Another effort was the production of a series of five radio broadcasts dealing with various aspects of the older worker problem. This series was carried by 71 radio stations from coast to coast on the Department's weekly program "Canada at Work". Nearly four thousand broadcast scripts were distributed in answer to requests. The whole series is being printed in booklet form and will be given wide distribution.

Early this year a division was established in the Department's Civilian Rehabilitation Branch, known as the Division on Older Workers, to develop and co-ordinate activities in connection with the Minister's campaign. The Department's Information Branch is carrying out the educational program and the Economics and Research Branch has been undertaking research. The Inter-departmental Committee on Older Workers, composed of representatives from five government departments, which was first re-activated and acts as a focal point and advisory body.

As a result of studies made in the Economics and Research Branch a fact book, entitled *The Aging Worker in the Canadian Economy* (L.G., Oct., p. 1020), and the report of another study dealing with work performance by age groups in the retail industry, under the title *Age and Performance in Retail Trade* (L.G., Oct., p. 1022), have just been published.

In a recent radio broadcast, the Minister pointed out that modern industry with its continual technological progress needs the enthusiasm of young workers, but the enthusiasm and vitality of youth must be tempered with the maturity and experience of older workers to achieve peak efficiency. "Therefore," he said, "there should be



CANADA

MINISTER OF LABOUR

Dear Sir:

I am in need of your assistance.

A serious problem exists in Canada, which will become more acute in the years ahead unless some form of positive action is taken. Workers over 40 continue to experience real difficulty in obtaining employment because of arbitrary age barriers.

It is a problem which has been conscientiously met by a few employers. However, many business establishments still practice restrictive hiring policies based on broad assumptions which brand workers over 40 as "ineligible for employment".

Prejudices against older workers remain despite the fact that industrial studies have shown that in most occupations age does not bring a slowdown of productivity, does not increase accident frequency, does not increase absenteeism through ill health, and does not appreciably decrease the learning processes, and that pension plans are seldom a legitimate excuse for refusing employment to an older worker.

The problem will continue to grow as long as arbitrary age limits persist. Advances in medical science are prolonging life. Seventy years ago, Canadians over 40 years of age constituted only 20 per cent of the population. Today 31 per cent of the population is in the "older worker" group.

Government alone cannot improve matters, but with the help of more enlightened employers, we could benefit thousands of fellow Canadians. Here is a reservoir of labour possessing those

attributes which come with maturity and stability, awaiting the realization of its potential by alert businessmen who are willing to hire on the basis of ability and merit, not by the calendar.

It is possible that you have already taken steps in this direction and that you have a positive older worker policy. Perhaps you have eliminated age restrictions in hiring and found you were able to obtain a wider range of experience and know-how. Perhaps you have taken steps to overcome the arbitrary hiring age barrier often associated with a pension plan. Perhaps you have established a system of reassignment of older employees to lighter or less demanding work, thus making possible their retention in employment at least to normal retirement age. Perhaps you have worked out a plan for retaining valuable employees beyond the normal retirement age.

I am very anxious to learn of your experiences along these lines. Your policies and opinions might well serve as an example to other employers across Canada. I would appreciate a letter from you in this regard. If you wish the information to be confidential, it will be treated as such.

May I thank you for considering this and solicit your wholehearted co-operation in helping to bring to light any information which will help to wipe out unnecessary prejudice against men and women over 40.

*Yours sincerely,
Michael Starr.*

opportunities for both groups to fill a productive role in our modern working society. There need be no clash of conflicting interests."

A film called "Date of Birth," first circulated in 1951, which depicts in graphic form the employment problems of the older worker, is to be revised and re-circulated soon throughout industry as part of the educational program.

Despite all these varied activities those concerned with the campaign realize that the problem can be minimized only by the co-operation of management, organized labour, social welfare agencies, and the Canadian public generally. Experience during the postwar years has shown that only continual education over a long period can offer any hope of effective results.

50 Years Ago This Month

Riot breaks out during dispute between Gaspé fishermen and local fish dealers over price to be paid for fish. One of Department's Fair Wages Officers sent to scene. His report was published in full in November 1909 Labour Gazette

A riot broke out during a dispute between Gaspé Peninsula fishermen and local fish dealers in September 1909 over the prices the dealers were offering for fish. A report of one of the Department's Fair Wages Officers who was sent to the scene was printed in full in the October 1909 issue of the LABOUR GAZETTE.

The report, by Victor DuBreuil, explained that the fishing industry in the Gaspé was controlled by companies who operated general stores and exported dry fish, mainly to South America and the Mediterranean ports.

An earthquake in Southern Italy, the poor quality of the fish caught in recent years, and the unsatisfactory curing process practised by the fishermen had led to a serious decline in the export of fish. Mr. DuBreuil reported that the companies claimed to have sold at a loss the previous year, "importers preferring to buy fish from Norway or Labrador, where they claim the fish curing is more perfect".

The local population was almost entirely dependent on fishing for a livelihood, the report said.

The trouble was brought to a head by the actions of a certain French-Canadian who had lived in the United States for a number of years, and who, playing on the fishermen's discontent, told them that he could get them a better price for their fish from dealers in Halifax.

The fishermen subscribed a sum of money to pay the man's expenses to Halifax. As a result, a schooner, with an agent on board, was sent to Fox Bay by one of the Halifax dealers.

The local merchants at that time were paying \$3.50 per quintal (112 lbs.) for No. 1 quality fish, with prices ranging from \$2 for inferior quality to as high as \$3.90 for extra large fish.

The fishermen were given to understand that the Halifax dealer's agent had instructions to pay them \$4 a quintal, although this was later denied by the agent in a sworn statement. As soon as the schooner was signalled, the head of one of the three local firms that were mainly concerned in the trouble went on board to meet the Halifax agent, and urged him to pay no more than \$3.50 a quintal.

When the fishermen, who had a quantity of fish weighed ready to put on board the schooner, found the agent would not pay \$4, they became angry at the way they were being treated and ordered him to leave at once.

A day or two later they assaulted the agent of one of the local fish companies and forced him to sign an agreement to pay \$4 a quintal for their fish. They also tried to force the agent of another of the companies to sign a similar agreement. Some shots were fired by the agent, though no serious damage was done. The men thereupon disarmed him.

The disturbance ended with the arrest of 24 of the men; five of them were sent to prison for terms varying from two to eleven months hard labour. The report said that, "The fishermen after reflection appear deeply to regret the incidents connected with the disturbance," and they gave assurance that they would not occur again.

It appeared to Mr. DuBreuil, however, that the men had much ground for complaint. He reported that the "disastrous 'truck system'" was in operation in the district. The poorest fishermen received hardly any money for their fish, but were paid in provisions and other goods. This left them entirely at the mercy of the merchants, "if they make a poor catch". Many of the men were in debt to the merchants; this fact, it appeared, was taken advantage of to make them pay higher prices.

The report mentioned one notorious case in which a fisherman, who was illiterate and could not read the bills he received, had been seriously overcharged.

Other complaints were of arrogance and rudeness from certain of the agents and clerks of the merchants, and of the use of crude and inaccurate contrivances by the dealers in weighing the fish they bought.

The report also stated that the companies had an arrangement between themselves to fix the prices paid for fish, although it appeared that this was the first year in which such prices had been strictly adhered to. It also appeared that there were genuine reasons for the extra low price of fish in 1909.

TEAMWORK in INDUSTRY

The Joint Labour-Management Consultation Committee at Canadian Schenley Limited in Valleyfield, Que., was established in June 1956 by management and members of Local 106, Distillery, Rectifying, Wine and Allied Workers' International Union of America (CLC).

The group's influence and range of activities has so broadened during the past three years that it has become, in resident manager Jim Haffey's words, "an excellent clearing house for the exchange of constructive ideas regarding employee safety, plant housekeeping, efficiency and good company-employee relations".

Plant superintendent Vital Lefebvre, president of the committee, claims that it has been "instrumental in building better morale and in improving relations between employees and management".

Local president Jean Labrosse believes that the organization has helped to "overcome timidity and promote self-confidence" among his fellow-employees.

"I sincerely believe," he said, "that working on the committee results in better employees and better union members. It takes time and patience, but every effort to make the group a success is worth while. Good relations are priceless, and a Labour-Management Committee can contribute a great deal to maintaining them."

Miss Alice Leblanc, who represents the bottling department on the committee, had this to say about Schenley's labour-management group:

"Until our committee was organized, I felt like the usual small cog in a company's machinery. I hadn't come to know our management people. Being a member of this committee has given me a genuine feeling of 'belonging' in the operation.

"The people in my department now share this feeling with me, because they know that I am representing their ideas and opinions before management. I am encouraged to speak up here, and I enjoy the feeling of being listened to and hearing my suggestions discussed."

Experience in joint consultation between labour and management at Canadian Schenley was first gained through the plant Safety Committee, which has been in operation almost since the firm started in business in Valleyfield. It deals exclusively

with safety and plant housekeeping. Recommendations and suggestions made by the Joint Consultation Committee are passed on to the safety group for evaluation and implementation. The current safety record—for the period November 1958 to July 1959—is 363,860 accident-free hours.

Management and labour at Canadian Schenley point to joint consultation as one of the principal explanations behind the Valleyfield plant's efficiency, cleanliness, and freedom of communication between employees and company. They also agree that labour-management co-operation has enabled them to reach the goal which all industry prizes most—that peak of smooth working relations called "high morale".

"It is human nature to want to talk things over in a congenial way," stated Mr. Haffey. "Everything our committee discusses is for the benefit of everyone in the plant. We're all in business to promote Canadian Schenley. Consequently, our meetings have provided us with an informal place to air a few opinions."

* * *

"Winter Work" is a legitimate topic of discussion for labour-management committee meetings, according to company and union spokesmen at Brookfield Dairy Limited in Sydney, N.S.

Last year, largely as a result of decisions reached by their committee, Brookfield Dairy rearranged its production program in order to keep as many employees as possible working full-time during the winter months. The same procedure is being planned for this year.

General manager Victor F. Coffin said recently: "I have found the Labour-Management Committee to be of inestimable help in the day-to-day operation of our plant... it has contributed much toward making Brookfield Dairy a happier, healthier and more productive organization."

Said William Hill, secretary of the committee and a member of Local 198 of the Retail, Wholesale and Department Store Union (CLC): "Before our committee was organized, there was suspicion and discouragement in our midst—real barriers to success in business. These have been replaced by ambition, mutual understanding and rising hopes."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during September. The Board issued five certificates designating bargaining agents, ordered two representation votes and rejected one application for certification. During the month the Board received sixteen applications for certification and allowed the withdrawal of six applications for certification.

Applications for Certification Granted

1. International Longshoremen's and Warehousemen's Union, Local 507, on behalf of a unit of longshoremen employed by member companies of the Shipping Federation of British Columbia in lining and fitting deep sea vessels inside the first narrows at Vancouver, and inside the harbour of New Westminster, B.C. (L.G., May, p. 474).

2. North Shore Railway Association, on behalf of a unit of train despatchers and train order operators employed by the Quebec North Shore and Labrador Railway Company (L.G., Sept., p. 913).

3. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 565 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Buckingham Transportation, Inc., operating in and out of its Regina terminal (L.G., Sept., p. 914).

4. Office Employees' International Union, Local No. 15, on behalf of a unit of office employees employed by Sea-Van Express Ltd., at its Vancouver terminal (L.G., Sept., p. 914).

5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of freight handlers employed by Terminus Maritime Inc. at the Port of Quebec (L.G., Oct., p. 1051).

Representation Votes Ordered

1. Canadian Brotherhood of Railway, Transport and General Workers, applicant, The British Yukon Navigation Company Limited, Vancouver, respondent, and the Seafarers' International Union of North America, Canadian District, intervener (MV *Clifford J. Rogers*) (L.G., Sept., p. 914). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe).

2. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Young & Gore Tugboats Ltd., Vancouver, respondent, and the Seafarers' International Union of North America, Canadian District, intervener (L.G., Oct., p. 1049). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe).

Application for Certification Rejected

International Union of Mine, Mill and Smelter Workers (Canada), applicant, North-span Uranium Mines Limited, Elliot Lake, Ont., respondent, the Canadian Labour Congress, intervener, and the United Steelworkers of America, Local 5798, intervener (L.G., June, p. 611). The application was rejected for the reason that the provisions of Section 15 of the Board's Rules of Procedure contemplate the payment of money dues as a condition of membership in good standing and, in this case, the applicant had not complied with the requirements of the provisions of Rule 15.

Applications for Certification Received

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by Gilley Bros. Ltd., New Westminster, B.C. (Investigating Officer: G. H. Purvis).

This section covers, proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard the MV *Chenaga*, operated by Monarch Marine Products Ltd., South Burnaby, B.C. (Investigating Officer: G. H. Purvis).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs operated by Straits Towing Limited, Vancouver (Investigating Officer: G. H. Purvis).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard oil barges operated by the Pacific Tanker Company Limited, Vancouver (Investigating Officer: G. H. Purvis).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by McKenzie Barge & Derrick Co.

(1957) Ltd., Vancouver (Investigating Officer: G. H. Purvis) (later withdrawn, see below).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs and scows operated by Bute Towing Ltd., Vancouver (Investigating Officer: G. H. Purvis).

7. General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mechanics, drivers, and warehousemen employed by Arrow Transit Lines Limited, operating in and out of its Winnipeg terminal (Investigating Officer: J. S. Gunn).

8. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard oil barges operated by Straits Towing Limited, Vancouver (Investigating Officer: G. H. Purvis).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; four officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

9. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard the MV *Clifford J. Rogers* operated by The British Yukon Navigation Company Limited, Vancouver (Investigating Officer: D. S. Tysoe).

10. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard tugs operated by Young & Gore Tugboats Ltd., Vancouver (Investigating Officer: D. S. Tysoe).

11. Brotherhood of Railroad Trainmen, on behalf of a unit of road train conductors employed by the Ontario Northland Railway, North Bay, Ont. (Investigating Officer: A. B. Whitfield).

12. Seafarers' International Union of North America, on behalf of a unit of deck officers employed aboard vessels operated by The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (Investigating Officer: T. B. McRae).

13. United Steelworkers of America, Local 5197, on behalf of a unit of longshoremen employed by Terminus Maritime Inc. at Sept Iles, Que. (Investigating Officer: C. E. Poirier).

14. Brotherhood of Maintenance of Way Employees, on behalf of a unit of employees of Quebec North Shore and Labrador Railway Company, Sept Iles, Que. (Investigating Officer: C. E. Poirier).

15. Seafarers' International Union of North America, on behalf of a unit of deck officers employed aboard vessels operated by the Quebec North Shore and Labrador Railway Company, Sept Iles, Que. (Investigating Officer: C. E. Poirier).

16. Seafarers' International Union of North America, on behalf of a unit of deck

officers employed aboard vessels operated by Transit Tankers & Terminals Limited, Montreal (Investigating Officer: Rémi Duquette).

Applications for Certification Withdrawn

1. International Longshoremen's and Warehousemen's Union, Local 509, applicant, and Arrow Transfer Company Limited, Vancouver, respondent (L.G., May, p. 474).

2. United Steelworkers of America, applicant, Northspan Uranium Mines Limited, Elliot Lake, Ont., respondent, the International Union of Mine, Mill and Smelter Workers (Canada), intervener, and the International Union of Operating Engineers, Local 796, intervener (L.G., July, p. 718).

3. Transport Drivers, Warehousemen and Helpers' Union Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Asbestos Transport Limited, Asbestos, Que., respondent (L.G., Oct., p. 1050).

4. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Kingcome Navigation Co. Ltd., Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Oct., p. 1051).

5. Canadian Brotherhood of Railway, Transport and General Workers, applicant, M. R. Cliff Tugboat Co. Ltd., Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Oct., p. 1051).

6. Canadian Brotherhood of Railway, Transport and General Workers, applicant, McKenzie Barge & Derrick Co. (1957) Ltd., Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (received during month, see above).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During September, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Northspan Uranium Mines Limited, Elliot Lake, Ont., (production employees) and District No. 6, United Steelworkers of America (Conciliation Officer: F. J. Ainsborough).

2. Pronto Uranium Mines Limited, Elliot Lake, Ont. (office and technical employees)

and District No. 6, United Steelworkers of America (Conciliation Officer: F. J. Ainsborough).

3. Foundation Maritime Limited, Halifax, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. T. Cochrane).

4. Canadian Arsenal Limited (Gun Ammunition Division), Lindsay, Ont., and United Steelworkers of America (Conciliation Officer: F. J. Ainsborough).

Settlements Reported by Conciliation Officers

1. Northern Alberta Railways Company, Edmonton, and Brotherhood of Railroad Trainmen and Order of Railway Conductors and Brakemen (Conciliation Officer: J. S. Gunn) (L.G., Oct., p. 1054).

2. British Overseas Airways Corporation, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (Conciliation Officer: Rémi Duquette) (L.G., Sept., p. 915).

3. Canadian Transit Company, Windsor, and Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough) (L.G., Sept., p. 915).

Conciliation Boards Appointed

1. Milliken Lake Uranium Mines, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (L.G., Oct., p. 1054).

2. Shipping Federation of Canada, Inc., Montreal, and International Longshoremen's Association (Halifax, Saint John, Quebec, Three Rivers and Montreal).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in August to deal with a dispute between Algom Uranium Mines Limited, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (L.G., Oct., p. 1055) was fully constituted in September with the appointment of His Honour Judge John B. Robinson, Haileybury, Ont., as Chairman. Judge Robinson was appointed by the Minister in the absence of a joint recommendation from the other two members, David W. Mundell, QC, and David B. Archer, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in August to deal with a dispute between Pronto Uranium Mines Limited, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (L.G., Oct., p. 1055) was fully constituted in September with the appointment of His Honour Judge John B. Robinson, Haileybury, Ont., as Chairman. Judge Robinson was appointed by the Minister in the absence of a joint recommendation from the other two members, David W. Mundell, QC, and David B. Archer, both of Toronto,

who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in August to deal with a dispute between Northspan Uranium Mines Limited, Elliot Lake, Ont., and United Steelworkers of America, Local 5816 (office and technical employees) (L.G., Oct., p. 1055) was fully constituted in September with the appointment of His Honour Judge John B. Robinson, Haileybury, Ont., as Chairman. Judge Robinson was appointed by the Minister in the absence of a joint recommendation from the other two members, David W. Mundell, QC, and David B. Archer, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

Conciliation Board Report Received

Empire Stevedoring Company Limited, Canadian Stevedoring Company Limited, Western Stevedoring Company Limited, Louis Wolfe and Sons (Vancouver) Limited, Victoria and Vancouver Stevedoring Company Limited, and International Longshoremen's and Warehousemen's Union, Local 507 (L.G., Oct. 1958, p. 1141). The text of the report is reproduced below.

Settlements Reached after Board Procedure

1. Empire Stevedoring Company Limited, Canadian Stevedoring Company Limited, Western Stevedoring Company Limited, Louis Wolfe and Sons (Vancouver) Limited, Victoria and Vancouver Stevedoring Company Limited, and International Longshoremen's and Warehousemen's Union, Local 507 (*see above*).

2. Canadian Pacific Railway Company (Dining, Cafe and Buffet Car Employees) and Brotherhood of Railroad Trainmen (L.G., Oct., p. 1055).

3. Shipping Federation of British Columbia, and International Longshoremen's and Warehousemen's Union, Local 506 (L.G., Sept., p. 919).

Settlement Reached Before Board Formally Met

H. W. Bacon Limited, Toronto, and Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Oct., p. 1055). Settlement was effected by further intervention of conciliation officer.

Report of Board in Dispute between

Empire Stevedoring Co. Ltd., Canadian Stevedoring Co. Ltd., Western Stevedoring Co. Ltd., Louis Wolfe & Sons (Vancouver) Ltd., and Victoria and Vancouver Stevedoring Co. Ltd.

and

International Longshoremen's and Warehousemen's Union

The Conciliation Board in this matter, consisting of C. George Robson, employers' nominee, William Stewart, employees' nominee, and Adam Bell, chairman, held its preliminary meeting on the 23rd day of September, 1958 at Vancouver, B.C. Subsequently the Board met with representatives of the parties concerned on September 26, 30, October 3, 7, 1958.

In the course of these meetings the following representatives appeared before the Board:

For Local 507, International Longshoremen's and Warehousemen's Union—N. A. McAulay, Chairman, negotiating committee, C. Pritchett, W. Foster, J. Polkinghorne, C. Seymour and John Berry, International Representative, ILWU.

For the respondents—E. Rosen, Louis Wolfe and Sons (Vancouver) Ltd; J. MacLean, Victoria and Vancouver Stevedoring Co. Ltd. and Empire Stevedoring Co. Ltd.; Rod MacRae, Canadian Stevedoring Co. Ltd.; W. Green, Western Stevedoring Co. Ltd.

In the series of meetings referred to above, the Board heard evidence, written and oral, and on one occasion, accompanied by the employers' and workmen's representatives, visited a number of ships in the port of Vancouver to obtain first-hand knowledge of the work involved, which in the case of Local 507 is the loading and

discharging of grain cargoes combined with other work in the holds of vessels connected with these procedures.

It should be noted that the major part of longshore work in the port of Vancouver, namely the loading and unloading of general cargo in deepsea ships, is covered by written agreement between other locals of the International Longshoremen's and Warehousemen's Union and the Shipping Federation of British Columbia. The work done by the members of Local 507, ILWU, termed grainlining, has heretofore been covered by written agreement between Local 507 and the several stevedoring companies cited above, who are also members of the Shipping Federation of B.C.

Early in the discussions the Board became aware of a desire on the part of the applicant union and the respondent stevedoring companies to have the present agreement replaced by an agreement between Local 507 and the Shipping Federation of B.C.

Consequently the Board has centred its endeavours on the attainment of that objective by initiating and encouraging negotiations between Local 507 and the Shipping Federation of B.C. These negotiations have continued through the intervening period with a degree of patience and sincerity of effort highly creditable to all concerned and have culminated in a signed agreement between Local 507 and the Shipping Federation of B.C.

The agreement covers a variety of subjects, including a schedule of wages and overtime rates for the several occupational classifications involved; also hours of work, working conditions, grievance procedure, welfare and pensions, and industrial safety and accident prevention. The agreement is effective from May 1, 1959 and remains in force and effect until April 30, 1960 and from year to year thereafter unless either party gives notice in writing to the other party not less than ninety (90) days prior

(Continued on page 1207)

During September, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the International Longshoremen's and Warehousemen's Union, Local 507, and Empire Stevedoring Co. Ltd., Canadian Stevedoring Co. Ltd., Western Stevedoring Co. Ltd., Louis Wolfe & Sons (Vancouver) Ltd., and Victoria and Vancouver Stevedoring Co. Ltd., Vancouver.

The Board was under the Chairmanship of Adam Bell, Victoria, who was appointed by the Minister in the absence of a joint recommendation from the other two members, C. George Robson and William Stewart, both of Vancouver, nominees of the companies and union respectively.

The text of the report is reproduced here.

LABOUR LAW

U.S. Labor-Management Reporting and Disclosure Act of 1959

Act aims to correct abuses revealed in investigations of McClellan Committee and contains amendments to Taft-Hartley Act concerning picketing, federal-state jurisdiction, secondary boycotts, hot cargo clauses; these are described here

The Labor-Management Reporting and Disclosure Act of 1959, passed by the United States Congress after lengthy debate, was signed by the President on September 14.

The first six titles (parts) of the Act are aimed at correcting abuses revealed in investigations of the Select Committee on Improper Activities in the Labor or Management Field. Title VII consists of amendments to the Labor Management Relations Act, 1947, commonly called the Taft-Hartley Act.

The Select Committee was set up by the U.S. Senate in 1957 under the chairmanship of Senator McClellan "to conduct an investigation and study of the extent to which criminal and other improper prac-

tices or activities are, or have been, engaged in in the field of labour-management relations" to the detriment of the public interest, and to determine whether any changes were required in the laws. The Committee, after extensive hearings, issued an interim report dated March 17, 1958* setting out the Committee's conclusions and making legislative recommendations. One of the recommendations, that legislation was required to regulate and control pension, health and welfare funds, was acted upon in 1958 (L.G., Oct. 1958, p. 1129). The other recommendations have been dealt with in the new Act.

The Taft-Hartley amendments (Title VII of the new Act) are described here. The first six titles will be dealt with in the December issue.

I—Taft-Hartley Amendments

The main subjects with which the Title VII amendments deal are federal-state jurisdiction, picketing, secondary boycotts, hot cargo clauses in collective agreements, and union security provisions in agreements in the construction industry. There are also provisions authorizing the National Labor Relations Board to delegate more of its powers to regional directors, and authorizing it to make regulations concerning voting rights of economic strikers in representation elections.

The amendments are effective 60 days after enactment—November 13, 1959.

Federal-State Jurisdiction

The Taft-Hartley Act (L.G., 1947, p. 943; 1951, p. 1707) does not define the application of the Act in terms of certain industries in the manner of the Industrial

Relations and Disputes Investigation Act in Canada, but it authorizes the National Labor Relations Board to deal in accordance with the Act with questions of representation and unfair labour practices "affecting commerce". Commerce is defined as interstate or international trade, traffic, commerce, transportation or communication.

For practical reasons, the Board has not been assuming jurisdiction to the full extent of its authority. The policy adopted by the Board was set out in a release dated October 2, 1958, stating the standards the Board was applying in determining whether the effect on commerce was sufficient to justify federal intervention. The standards are expressed in terms of dollar value of yearly outflow or inflow in an establishment, or on the basis of gross yearly revenue or gross yearly volume of business.

*A second interim report was issued last August.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The Secretary of Labor, Mr. Mitchell, explaining this situation to the Senate Subcommittee which dealt with various bills designed to clarify jurisdiction, said that for the Board to attempt to assert jurisdiction to the full reach of the Act would force the Board to dissipate its energies upon countless disputes in small establishments which, although they affect commerce, are primarily local in character. The result would so increase the length of time required to dispose of proceedings before the Board as to render it ineffective. Even if the Board were given increased funds to further extend its jurisdiction standards, the fact would remain that numerous business establishments affect commerce so slightly and are so peculiarly local as to make it unwise, as well as impractical, for the Board to take action over labour disputes which involve them.

The result of this policy, the Select Committee found, was to create an extensive "no man's land" in labor-management relations. The fact that the Board does not take jurisdiction in certain cases does not automatically turn over the case to a state agency. The U.S. Supreme Court has in fact held in some instances that where the field was pre-empted by the federal law, state law could not be applied even if the Board declined to act. The result was to leave some employees and some employers without recourse to any government agency in case of disputes.

The amending Act deals with this problem by stipulating that the Board in its discretion may, by rule of decision or by published rules, decline to assert jurisdiction over any labour dispute involving any class or category of employers where in the opinion of the Board the effect of such labour dispute on commerce is not sufficiently substantial to warrant the exercise of its jurisdiction. It is provided, however, that the Board shall not decline to assert jurisdiction over any labour dispute over which it would assert jurisdiction under the standards prevailing upon August 1, 1959.

It is further stipulated that nothing in the Act shall be deemed to prevent a state or territorial agency from acting in a dispute which the Board declines.

Recognition and Organizational Picketing

Before the amendment, the Act did not mention picketing. To set up a picket line had, however, in some circumstances been held to be an unfair labour practice as a form of "inducing or encouraging" employees to strike or to refuse to handle goods. Such inducing or encouraging on

the part of a trade union, if engaged in for certain purposes, was an unfair labour practice under what are commonly known as the secondary boycott provisions of the Act.

The amendment adds a new paragraph to the section that sets out unfair labour practices on the part of trade unions dealing specifically with picketing for recognition or organizational purposes. One of the major conclusions of the Select Committee was that the weapon of organizational picketing had been abused without regard to the desires of the employees in question.

The new paragraph makes it an unfair labour practice for an uncertified union to picket or threaten to picket an employer to get the employer to recognize or bargain with it, or to get his employees to accept or select it as their collective bargaining representative, first, where there is a lawfully recognized union authorized to bargain for the employees, for the period during which bargaining rights are protected against a representation election (12 months); or second, when a union has lost an election, for a 12-month period after the election. Third, where there is no recognized bargaining representative and no election has been held for 12 months, it is made an unfair labour practice for a union to picket an employer for more than 30 days without petitioning for an election, and the Board is directed to deal forthwith with such a petition. Also, in this third situation, the ban on picketing does not apply to picketing or other publicity for the purpose of truthfully advising the public (including consumers) that an employer does not employ members of or have a contract with a union "unless an effect of such picketing is to induce any individual employed by any other person in the course of his employment not to pick up, deliver, or transport any goods or not to perform any services".

Secondary Boycotts

What are generally called the secondary boycott provisions of the Taft-Hartley Act make it an unfair labour practice for a trade union to engage in or induce or encourage the employees of any employer to engage in a strike or a concerted refusal in the course of their employment to handle goods or perform services with the object of inducing an employer (or any person) not to do business with somebody else, or with certain other objects. This section has been amended to close up loopholes.

Mr. Mitchell, explaining to the Senate Subcommittee the inadequacy of the existing provisions to cover all secondary boycotts, pointed out:

As now written, they require a combination of two factors: First, an objective of the union must be to compel one person to cease doing business with another; second, the means employed to achieve this objective must be through a strike or inducement of employees to concertedly refuse to perform services.

If these factors do not coexist the secondary boycott provisions have not been violated under the law as it now stands. Some unions have, therefore, been able to impose secondary boycotts and yet avoid the proscriptions of the act by directly threatening or coercing the employer (or his supervisory personnel) whom they want to cease doing business with another person. They also avoid the existing provisions by inducing individual employees, or workers not defined as employees by the Act, such as railroad and agricultural workers, to refuse to handle the products of the person with whom they want the employer to cease doing business. None of these activities is considered to be prohibited under the law as it now stands.

To cover direct pressure upon employers and supervisory personnel a provision has been added forbidding the threatening, coercing, or restraining of "any person engaged in commerce or in an industry affecting commerce". By deleting the word "concerted" inducement of individual employees is brought under the ban, and by changing the term "employees" to "any individual employed" the legislators sought to avoid the limitations imposed by the definition of employee.

Two other changes were made along the lines of representations made by union groups: a proviso was added to exempt from the secondary boycott ban certain forms of publicity, other than picketing. The law now permits publicity for the purpose of truthfully advising the public, consumers, and members of unions that goods are produced by an employer with whom the union has a primary dispute and are distributed by another employer, but picketing at the premises of a neutral employer is not allowed, and the publicity must not have an affect of inducing employees of neutral employers to refuse to handle goods or perform services. Lawful means of publicizing the union's position would seem to include handbills, newspaper advertisements, and radio and television announcements.

Another change was to make a special case of the garment industry by making the main secondary boycott provision inapplicable to work done on the goods or premises of the primary employer, or as part of an integrated process of production, even if a second manufacturer or a contractor or subcontractor is involved.

Hot Cargo Clauses in Agreements

A new provision has been added to the Act to deal with the situation in which an employer and a union, by agreement, seek to circumvent the secondary boycott provisions of the Act by inserting a hot cargo clause in a collective agreement. An example of such a clause would be one in which an employer agrees not to require his employees to handle goods emanating from, or destined for, the plant of any employer involved in a labour dispute.

The new subsection that has been added reads as follows:

It shall be an unfair labor practice for any labor organization and any employer to enter into any contract or agreement, express or implied, whereby such employer ceases or refrains or agrees to cease or refrain from handling, using, selling, transporting or otherwise dealing in any of the products of any other employer, or to cease doing business with any other person, and any contract or agreement entered into heretofore or hereafter containing such an agreement shall be to such extent unenforceable and void.

An exception has been made with respect to the construction industry and the garment industry: it is not an unfair labour practice for unions and employers in these industries to enter into agreements that ban subcontracting to non-union employers.

Union Security Agreements, Construction Industry

The only union security agreements that were valid under the Taft-Hartley Act were union shop agreements requiring membership after 30 days' employment in a union designated by the majority of the employees as their bargaining representative. Due to the conditions peculiar to the construction industry, negotiation of a collective agreement establishing wages and hours and other conditions of employment normally precedes the recruitment of workmen to work on a particular project. Pre-hire agreements requiring membership in the union were therefore not in compliance with the law although they were a generally accepted practice in the industry.

The amendment seeks to correct this situation by authorizing pre-hire agreements between employers engaged primarily in the building construction industry and unions of which building and construction employees are members requiring membership in the union as a condition of employment seven days following the beginning of employment. The agreement may also provide for preferential hiring in that the employer may be required to give the union an opportunity to refer qualified applicants for employment. Such an agreement may also specify minimum training or experience qualifications for employment or provide

for priority in opportunities for employment based upon length of service with the employer or in the industry or in the particular geographical area. An agreement of the kind authorized in this section will not be a bar to a petition for a representation election should the union's representative character be questioned.

Economic Strikers

The section of the Act dealing with representation elections contained the words "Employees on strike who are not entitled to reinstatement shall not be eligible to vote".

This has now been changed to read:

Employees engaged in an economic strike who are not entitled to reinstatement shall be eligible to vote under such regulations as the Board shall find are consistent with the purposes and provisions of this Act in any election conducted within twelve months after the commencement of the strike.

Delegation of NLRB Powers, Priority of Cases

With a view to more expeditious handling of cases, the amendment authorizes the National Labor Relations Board to delegate to its regional directors its powers in representation election cases. The Board may review a regional director's action if requested to do so; but the review will not, unless the Board so orders, operate as a stay of any action taken by the regional director.

Since 1947 the Act has provided that unfair labour practice charges against unions under the secondary boycott provisions shall be given priority in handling over any other unfair labour practice charges. An amendment now provides that the second priority will be to unfair labour charges against employers involving discrimination to encourage or discourage union membership and against unions seeking to enforce a membership requirement contrary to the Act.

Legal Decision Affecting Labour

British Columbia Supreme Court imposes fine on union and its officers for not obeying in good faith court order instructing certain members to return to work

On July 30, 1959, Mr. Justice Manson of the British Columbia Supreme Court found Local 97 of the International Association of Bridge, Structural and Ornamental Iron Workers and its officers guilty of contempt of court for failing to obey in good faith a court order instructing certain union members to go back to work to complete a certain part of it. He fined the union \$10,000 and three union officers \$3,000 each.

The circumstances of the dispute, as related in the reasons for judgment, were as follows.

Local 97 of the International Association of Bridge, Structural and Ornamental Iron Workers employed by the Dominion Bridge Co. Ltd. on the construction of the Second Narrows Bridge across Burrard Inlet gave the company notice that it was going on strike.

The company tried to enlist the co-operation of union officials to continue work on the southern portion of the bridge until it reached the point where, in the opinion of Swan, Wooster and Partners, consulting engineers to the British Columbia Toll Highways and Bridges Authority, public order would be entirely safeguarded and substantial or irreparable injury to property prevented. The business agent of Local 97

refused to accede to the company's appeal, being of the opinion that the bridge was safe.

The strike began on June 23 and the bridge was picketed. The same day, the court, pursuant to the provisions of the Trade-unions Act of 1959 and acting on the company's application, granted an *ex parte* injunction prohibiting the strike insofar as work on the south span of the bridge was involved.

The injunction was served on the business agent on the evening of June 23. He removed the union placards from the bridge and, according to an affidavit which he later filed with the court, advised by telephone as many members of Local 97 as possible that the strike was at an end so far as the south portion of the bridge was concerned.

At the same time he issued a press release, the concluding paragraphs of which read as follows:

Until such time as we are personally satisfied that William George Swan, consulting engineer, has exaggerated the hazard and is in error, and an independent engineering authority has evaluated the suggested precariousness of the structure and that further, all steps have been taken to positively prevent and make impossible damage to false work from vehicular traffic or train wreck or, alternatively, no men

to be allowed upon this structure when motor vehicle or train traffic passes under this span, an ironworker would tempt fate to resume work.

I personally would rot in jail rather than withhold this information from our membership.

Since no strike exists against this portion of the project as of 6 p.m. tonight in compliance with the injunction, it necessarily follows that a refusal to work by any workman on grounds of safety could not conceivably be strike action.

The company asked the Safety Division of the Workmen's Compensation Board to report upon the safety of the south span for workmen to work upon.

On June 25, the Director of the Accident Prevention Department of the Board reported that the structure met the requirements of the Accident Prevention Regulations and he considered the men could work on the structure without undue risk other than the normal hazard of such employment.

At the business agent's request, the Premier of the province consulted independent engineers on the safety of the bridge if workmen were to continue the projection of the south span to Pier 16. The report of Phillips Barratt and Partners of Vancouver, engineering consultants, dated June 28, indicated that the structure supported by false work bents was in safe condition for all normal risks of bridge construction.

Previously, on June 25, H. F. Wooster, a partner of Swan, Wooster and Partners, consulting engineers, made an affidavit in which he estimated that with the necessary workmen, the span could be projected to Pier 16 in ten days of continuous, uninterrupted work; and then he swore: "That in view of the possibility that the bridge may be supported on a temporary structure for an indefinite period of time it could be considered hazardous, as all structures during erection, but to state that it is dangerous for workers is an exaggeration completely unwarranted and unjustified by the facts."

On June 25, the company applied for:

1. an injunction;
2. specific performance of an Agreement of January 2, 1956;
3. a mandatory order demanding the union to call upon its members working on the southern portion of the span to return to work, until completion of the span to Pier 16, and
4. damages.

On June 26, after having examined the affidavits of the parties concerned, the Court issued a mandatory order that enjoined the union, its members and its agents from striking or withholding members of the

union from their employment on the southern portion of the structure until such time as this southern portion of the structure had been completed to the permanent support known as Pier 16.

Further, the order directed the union to order its members employed on the southern portion of the bridge to return to their employment. Further, the order directed that it would cease and be of no further effect upon the filing of the certificate of Swan, Wooster and Partners, Consulting Engineers, that the structure had been completed to Pier 16.

The order was finally settled on June 29, entered on June 30, and on July 2, served on the president, the financial secretary and the business agent of Local 97.

On June 26, the erection manager of the company wrote to the business agent sending a list of the union's men who were employed on the south portion of the bridge immediately prior to the strike, and requiring them to report to work at 8 a.m., on Monday, June 29.

On July 6, the company filed a notice of motion that a writ of sequestration be issued to sequester the goods, chattels, etc., of the union, for contempt of court committed by the union for wilfully disobeying the order of the Court of June 26.

On July 8, the business agent filed an affidavit, of which paragraphs 9 and 10 read as follows:

9. That with the assistance of Thomas Eugene McGrath, business agent of Local 97, I thereupon telephoned or caused to be telephoned, as many of the members of Local 97 affected by the said Order as could be reached by telephone and stated the following to each of them:

"As many of the members know from the newspapers and the radio, Mr. Justice Manson has ordered the union to order the employees of Dominion Bridge Company Limited working at the south portion of the new Second Narrows Bridge to return to work. Our solicitors have advised us that in their opinion the order granted by the Judge is contrary to the law and the Order is being appealed immediately. However, we have also been advised that the Order of the Judge must be obeyed. We therefore have no alternative but to order the men to return to work, and we now hereby do so".

10. That to the best of my knowledge, information and belief, all of the members of Local 97 affected by the said Court order, save and except A. Street, were notified by telephone or otherwise, and given the aforesaid message before 8.00 a.m., Monday, June 29, 1959.

The hearings of the case opened on July 9 and the court directed the sheriff to bring into court the next day 18 men who were employed on the southern portion of the bridge and on whom the court order of June 26 was personally served.

When on July 10 the court resumed the hearings, none of the men summoned were present. Mr. Justice Manson directed the sheriff to bring the men into court on July 13. Also, he pointed out that the order of June 26 did not enjoin the strike generally, but only in respect of the completion of the south span to Pier 16.

On July 13, seven of the workmen served by the sheriff with bench warrants were present in court. Mr. Justice Manson pointed out that the matter of the strike generally was not before the court, that the court was only concerned with the safety of the bridge, and the strike had been suspended so far as the ten days' work was required to push the unfinished span to Pier 16. The same day, in the afternoon, the court examined eight of the workmen present with regard to their conversations with officers of the union with respect to the court's order directing the union to call its workmen back to complete the span to Pier 16.

After having heard the testimony of the workmen, Mr. Justice Manson considered whether there was *bona fide* compliance with the mandatory portion of the order of June 26, or mere literal or lip service thereto. Was the union and its officers guilty of disobedience of the mandatory order, and therefore guilty of contempt?

Mr. Justice Manson noted that the business agent, when the strike was imminent, refused to co-operate with the company in continuing the work on the south span of the bridge in order to prevent substantial or irreparable injury to property despite the fact that he at that time took the position that the bridge was safe. In other words, he refused co-operation because he did not think the work was necessary for the purposes mentioned.

On June 24, Mr. Justice Manson noted, the agent issued a press release, which doubtless came to the attention of those of his members who had been working on the bridge, that was highly inflammatory. In his press release he quoted from an affidavit sworn by Col. Swan. Although the affidavit did not say that it would be unsafe for workmen to work on the continuation of the span, and indeed a fair inference from the affidavit was that continuation of the work would not be unsafe beyond the normal hazard, the portion quoted by the business agent out of context might have been interpreted as meaning that it would not be safe for the workmen to continue work on the south span. That this interpretation was intended by the business agent was made clear by the last three paragraphs of the release.

Those paragraphs, in Mr. Justice Manson's opinion, were intended to deter workmen from returning to work. He thought that the release was mischievous and there was no evidence that the union or its officers at any later date attempted to correct the mischief that had been done. The union and its officers did nothing to inform the workmen that they had been assured of safe working conditions on the continuation of the span. The last paragraph of the release could be considered as a straight invitation to the workmen not to return to work on the grounds of want of safety and it was intimated to the workmen that their refusal to return to work in the circumstances could not conceivably be strike action.

As to the advice given by the union officers to their members by telephone after the mandatory order of June 26, Mr. Justice Manson found the evidence contradictory; but some of the statements made by the officers, according to the affidavits filed, were calculated to encourage the members to refuse to go back to work. He came to the conclusion that there was no *bona fide* compliance on the part of the union and its officials with the mandatory order and the union by its officials made no honest effort to obey the order.

He noted that there is frequently a clause in a union's constitution to the effect that in the event of a strike, no unfinished work will be left in a hazardous condition. Even if such a clause is not in the constitution of the union, the common sense of doing that which is ordered in such circumstances is self-evident. Had the union and its officials in good faith and without qualification called their men to work pursuant to the mandatory order, and made it clear that the order was only intended to safeguard public order and prevent possible substantial or irreparable damage, Mr. Justice Manson was satisfied the men would have gone back to work.

Union officers, he added, who fail to obey the orders of the court are not good citizens, and they do unions generally a disservice. Holding that disobedience of an order of the Court is a serious matter, he imposed on the defendant union a fine of \$10,000 and on each of the three union officers a fine of \$3,000 and in default, imprisonment for one year. *Dominion Bridge Co. Ltd. and the International Association of Bridge, Structural and Ornamental Ironworkers, Local 97 et al. and Attorney-General of British Columbia, C.C.H.* Canadian Labour Law Reporter, par. 15, 244, page 11, 708.

18th Annual Conference, Canadian Association of Administration of Labour Legislation

Problems encountered in the administration of labour relations acts and wage and hour legislation were discussed by federal and provincial labour officials at the 18th conference of the Canadian Association of Administrators of Labour Legislation, held in Quebec City from September 1 to 4. Senior officers of the federal department and the 10 provincial departments of labour attended the meeting. Also in attendance were the Ministers of Labour of Nova Scotia, New Brunswick, Ontario and Saskatchewan.

The delegates were welcomed by Quebec Premier Duplessis* and by Alderman Henri Beauré, representing the Mayor of Quebec City.

In a brief address, Premier Duplessis outlined some of the fundamental principles underlying labour relations policies in Quebec that he considered essential to stable government. It is the duty of any government, he said, to see that justice prevails for all classes of society but "employers and employees do not represent the whole society... we believe that the public interest is paramount".

The right to strike, he continued, is a sacred right, but it should be exercised as a last resort because the right to strike entails inconvenience and damage to the whole community. The Province of Quebec, he stated, wished to bring about improvements in its labour legislation—which he described as the most progressive in Canada—based on these "cornerstones of democratic policy".

Premier Duplessis said he did not believe that centralization of power in a country as large as Canada would be conducive to progress and harmonious relations, and in his view the existence of ten governments in Canada within the federal framework was an incentive towards better government. He emphasized the constructive value of people getting together in gatherings of this kind and co-operating for the benefit of everyone.

Following a plenary session on legislative and administrative developments in Canada during the year, the conference divided into two groups for the discussion of labour relations and labour standards legislation, respectively.

Problems arising in certification proceedings under the labour relations acts, with

particular reference to the building trades, and conciliation officers' techniques were discussed at the labour relations sessions. The guest speaker, Dr. John T. Dunlop, Professor of Economics at Harvard University, discussed the problems involved in jurisdictional disputes in the light of his experience as Chairman, from 1948 to 1957, of the National Joint Board for the Settlement of Jurisdictional Disputes in the Building and Construction Industry in the United States.

The administration of laws relating to minimum wages, fair wages, industrial standards, vacations with pay and the employment of children were the topics dealt with by the labour standards group.

The officers elected to the Association's Executive Committee for 1959-1960 are: J. B. Metzler, Ontario Deputy Minister of Labour, President; W. Elliott Wilson, QC, Manitoba Deputy Minister of Labour, 1st Vice-President; K. A. Pugh, Alberta Deputy Minister of Labour, 2nd Vice-President; Evelyn Best, federal Department of Labour, Secretary-Treasurer; and N. D. Cochrane, New Brunswick Deputy Minister of Labour, Past President.

The federal and provincial officers attending the conference included: *British Columbia*—Hon. H. D. Black, Provincial Secretary and Minister of Social Welfare; W. H. Sands, Deputy Minister of Labour and Railways; C. R. Margison, Secretary, Board of Industrial Relations. *Alberta*—K. A. Pugh, Deputy Minister of Labour; H. C. French, Secretary, Board of Industrial Relations. *Saskatchewan*—Hon. C. C. Williams, Minister of Labour; H. S. Elkin, Deputy Minister of Labour; P. G. Makaroff, QC, Chairman, Labour Relations Board; C. K. Murchison, Director of Labour Standards.

Manitoba—W. Elliott Wilson, QC, Deputy Minister of Labour; O. D. Hamilton, Chief Wage Inspector, Employment Standards Division. *Ontario*—Hon. Charles Daley, Minister of Labour; J. B. Metzler, Deputy Minister of Labour; Jacob Finkelman, QC, Chairman, Labour Relations Board; G. W. T. Reed, Vice-Chairman, Labour Relations Board; F. F. Gallant, Solicitor, Labour Relations Board; Ronald Turton, Chief Inspector; Eric Billington, Chairman, Industry and Labour Board.

Quebec—Gérard Tremblay, Deputy Minister of Labour; Donat Quimper, Associate Deputy Minister of Labour; H. Conrad Lebrun, Vice-President, Labour Relations

*This was his last public appearance. Premier Maurice Duplessis died on Labour Day, September 2.

Board; Gérard Vaillancourt, QC, General Secretary, Labour Relations Board; Cyprien Miron, General Director, Conciliation and Arbitration Service; Eugène Dussault, Member, Minimum Wage Commission; Charles Bélanger, Secretary, Minimum Wage Commission (Quebec Division); Jacques Casgrain, Technical Adviser; Noël Bérubé, Director, Conciliation and Arbitration Service (Quebec Division); Wilfrid Beaulac, Director, Labour Inspection Service (Quebec Division); Evariste Bernier, Senior Clerk, Department of Labour.

New Brunswick—Hon. A. E. Skaling, Minister of Labour; N. D. Cochrane, Deputy Minister of Labour; H. F. White, Director, Minimum Wages and Labour Relations Branch; Edward F. Charlton and Gerald Cain, Labour Relations Officers; Frank R. Coleman, Technical Adviser. *Nova Scotia*—Hon. Stephen T. Pyke, Minister of Labour; R. E. Anderson, Deputy Minister of Labour; Byron D. Anthony, Director of Industrial Relations; Miss June Taylor, Supervisor of Statistical Analysis; George A. Braine, Supervisor of Accounting. *New-*

foundland—G. T. Dyer, Deputy Minister of Labour. *Prince Edward Island*—W. W. Reid, Deputy Minister of Welfare and Labour.

Federal—A. H. Brown, Deputy Minister of Labour; Gordon G. Cushing, Assistant Deputy Minister of Labour; Bernard Wilson, Director of Industrial Relations; H. S. Johnstone, Chief, Fair Wages and Prevailing Rates Division; Rémi Duquette, Industrial Relations Officer; W. R. Dymond, Director, Economics and Research Branch; J. T. Montague, Special Assistant to the Director, Economics and Research Branch; R. M. Adams, Head, Wages Research Section; Miss Edith Lorentsen, Director, Legislation Branch; Miss Evelyn Woolner and Miss Evelyn Best, Legislation Branch; C. W. Gilchrist, Territorial Division, Department of Northern Affairs and National Resources.

In attendance also were Douglas M. Young, Director, Canada Branch, International Labour Office, and Ben T. Huie, Commissioner of Labor, Georgia, and President of the International Association of Governmental Labor Officials of the United States and Canada.

United Kingdom Factories Act, 1959

The United Kingdom's Factories Act, 1959, amends the Factories Acts, 1937 and 1948, and makes further provision regarding the health, safety and welfare of factory workers. It is the first legislation in the United Kingdom in ten years dealing with working conditions in factories.

The Act has three main objectives: to improve provisions relating to fire precautions in factories; to impose on the Minister of Labour and National Service the duty of promoting health, safety and welfare in factories; and to revoke Defence Regulation 59, under which the Minister could grant exemptions from the limitations in the Factories Act on the hours of work of women and young persons, and to replace it with more limited powers. The new Act also makes a number of other amendments and additions to the earlier Acts.

The Act increases the maximum fines which can be imposed for contravention of factory law and extends the scope of factory legislation to cover railway running sheds, where running repairs to locomotives are carried out.

The Act may come into effect at the time which the Minister, by order, appoints. The *Ministry of Labour Gazette* reports that many of the new provisions are expected to come into operation on Decem-

ber 1, 1959. Others that involve preparatory work by employers will come into operation later.

Fire Precautions

The main requirements relating to fire precautions in the Factories Act, 1937, deal with means of escape and fire warnings, and cover certain classes of factory only. The 1959 Act amends these requirements and also introduces new provisions with respect to fire prevention and fire fighting.

The duty of examining factory premises and issuing certificates regarding means of escape is transferred from district councils to fire authorities.

Every factory is required to provide and maintain appropriate fire fighting equipment. The Minister may, however, grant exemption from this requirement. He may also prescribe what fire fighting equipment factories must have and provide for its testing or examination.

Fire warnings must be tested at least once every three months, or when an inspector requires. The Minister, however, may provide for a different testing frequency. He may also prescribe the nature of tests or examination of fire warnings. In addition, he may in the case of certain

factories grant exemption from or modify the requirement for the installation of fire warnings.

The new Act provides authority to enable officers of fire authorities to enter and inspect factories for the purpose of assisting the Factory Inspectorate in enforcing provisions concerning fire precautions.

The Minister may require that means be provided in factories to notify the fire brigade of a fire and to ensure that employees know how to use them.

Promotion of Health, Safety and Welfare

Factory legislation has previously tried to protect the health, safety and welfare of workers by imposing responsibilities mainly on the employer. Now, for the first time, the Act specifically requires the Minister to promote health, safety and welfare in factories by collecting and disseminating information and investigating problems in connection with these matters. He is also given authority to establish laboratories and services to assist him in carrying out this responsibility. This requirement provides a specific statutory basis for activities which, to some extent, are being performed already by various committees.

Revocation of Defence Regulation 59

The new Act revokes Defence Regulation 59, which, since 1940, has given the Minister emergency powers to grant exemptions to the provisions of the Factories Act, 1937, in connection with (among other matters) hours of employment of women and young persons, including maximum normal working hours, starting and finishing times, meal and rest intervals, overtime, and employment on Sundays and holidays.

During the emergency period authority to relax provisions of the Factories Act was used extensively to enable women and young persons to start work earlier in the morning and to finish later at night when shift work was introduced. Likewise, this

power was used to enable women to engage in part-time employment in the evening. Relaxations also permitted work on holidays and on Sunday.

The Minister is now given similar powers with respect to hours of employment, but he cannot relax provisions concerning persons under 16 years of age, and he can only grant relaxation in other cases if application is made to him, and then after consultation with those concerned in industry.

Penalties

Higher maximum penalties are imposed for contravention of certain sections of the Act. The additional fine which previously could be imposed if a contravention resulted in injury or death has been abolished, and provision is made for a higher maximum fine if a contravention is likely to cause injury or death.

The new Act repeals the provision whereby the Minister could award to the injured person or his family the whole or part of a fine imposed for a contravention resulting in injury or death.

Where no specific penalty is established, lower maximum fines are provided for contraventions by employed persons than for others.

Other Provisions

The provisions of several other sections of the Factories Act, 1937, have also been amended or strengthened in the new Act, including the following matters: stairs or gangways over vessels containing dangerous substances; hoists, lifts, lifting machines and overhead travelling cranes; safe means of access and safe place of employment; confined spaces which might contain dangerous fumes and lack oxygen; the examination of steam boilers; and the prohibition of lifting, carrying or moving of excessive weights by any person (previously this provision applied to young persons only).

21 U.S. States Raise Jobless Benefits

Increases in maximum unemployment compensation averaging \$5 and \$6 and an increase in the duration of the benefit period have been established in 21 U.S. states.

Iowa granted the largest increase, \$14, from a \$30 maximum to \$44 a week for a worker with a wife and four children. Washington raised its maximum from \$35 to \$42; Hawaii from \$35 to \$45.

The highest paying state still is Alaska, paying \$70 a week. Connecticut pays \$62; Nevada, \$57.50; Michigan, \$55; Wyoming, \$49; and Illinois and New York, \$45 each.

Utah pays benefits for 36 weeks; Wisconsin, 34; Colorado, 32½; New Mexico and Washington, 30 weeks each.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants at end of August down 7 per cent from July and 29 per cent from year earlier, statistics* show. Number of initial and renewal claims and beneficiaries, and benefit payments total also down from month and year earlier

Claimants† for unemployment insurance benefit numbered 210,000 on August 31. This was 7 per cent less than on July 31 and 29 per cent below the total on August 29, 1958. The proportion of males on August 31, at 63 per cent, was unchanged from July 31 but was considerably less than last August, when it was 71 per cent.

The 102,400 initial and renewal claims for benefit in August represented a decline of 16 per cent from July and 27 per cent from the August 1958 total. Initial claims numbering 61,600 were 14 per cent fewer than in July and 18 per cent fewer than in August 1958. Renewal claims numbering 40,800 were 19 per cent fewer than in July and 37 per cent below the number in August 1958.

The average weekly number of beneficiaries was 154,700 during August, 164,800 in July and 223,200 in August 1958.

The average weekly benefit payment was \$20.19 in August, \$20.04 in July and \$20.79 in August 1958.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for August show that insurance books or contribution cards have been issued to 4,423,947 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1959.

At August 31 employers registered numbered 322,062, an increase of 334 since July 31, 1959.

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

Enforcement Statistics

During August, investigations conducted by enforcement officers across Canada numbered 5,496. Of these, 3,858 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 110 were miscellaneous investigations. The remaining 1,528 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 161 cases, 68 against employers and 93 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,038.*

Unemployment Insurance Fund

Revenue in August totalled \$20,426,-861.74 compared with \$21,791,667.44 in July and \$20,078,081.64 in August 1958. Benefits paid in August totalled \$13,123,-155.75 compared with \$14,587,217.11 in July and \$19,459,737.42 in August 1958. The balance in the fund on August 31 was \$448,660,846.96; on July 31 it was \$441,-357,140.97 and on August 31, 1958, \$640,-909,350.83.

*These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB—1673, September 2, 1959

Summary of the Main Facts: The claimant, single, 20 years of age, filed an initial application for benefit on April 10, 1959 and was registered for employment as a carpenter's helper. He stated in the application that he had worked as a labourer for a construction company in Yellowknife, N.W.T., at a wage of \$1.60 an hour from March 14, 1959 to April 7, 1959, when he voluntarily left because he could not get along with his boss.

The insurance officer disqualified the claimant from receipt of benefit for the period April 5, 1959 to May 16, 1959 inclusive, because, in his opinion, the claimant had voluntarily left his employment without just cause (section 60 (1) of the Act).

The claimant appealed to a board of referees, contending that he was hired as a truck driver by the construction company on the understanding that he would have to work only three or four days as a labourer and that, after continuing in his employment for almost a month, the company would not give him a job as a truck driver as promised, so he resigned. He contended also that the company hired another man about a week before he resigned and that this man was given work as a truck driver within two or three days.

The local office of the Unemployment Insurance Commission in Edmonton, Alta., wrote a letter to the employer on May 1, 1959, asking him for comments on the claimant's statements regarding his termination of employment. The employer replied on May 5, as follows

In reply to your letter we wish to confirm that the termination of (the claimant) came as a complete surprise. Our foreman was asked to inquire the reason for leaving and was told simply he didn't like it any more. Employment certainly was available to him and we found him satisfactory as far as performance was concerned. We do feel it was irresponsible to terminate. At no time has he ever brought any dissatisfaction to the attention of the foreman or undersigned. The statements made are incorrect.

The claimant attended the hearing of his case by a board of referees in Edmonton on May 15 and confirmed the facts set out in the submission. He told the board that he left a job of taxi driver to take employment with the construction company and that he would have earned 10 cents an hour more if he had been employed as a trucker. The board observed that he did

not attempt to look for other work before terminating his employment nor did he attempt to see anyone concerning his grievance. The claimant said that he had too many bosses and felt that he would only get "the run around".

The majority of the board dismissed the appeal. It took into consideration the Umpire's decisions CUBs 516 and 1124 and was of the opinion that the conditions of the claimant's employment were not intolerable and that, although he may have been disappointed or somewhat dissatisfied at not being hired as a trucker, he should have at least continued in his employment until he secured other work.

In reaching this decision, the majority members also made the following observation: "It is true that the claimant left his previous employment of taxi driver presumably on the promise of being hired as a trucker, but the majority could not ignore the fact that the claimant did not take his grievance to anyone or complain, and that he did continue in the employment of labourer."

The dissenting member of the board of referees expressed the opinion "that the job was misrepresented in the first instance and the substitute job was not acceptable employment within the meaning of the Act". He maintained, therefore, that the claim should be allowed.

The claimant appealed to the Umpire. In his written submission he said he had no new facts to present.

Considerations and Conclusions: The claimant alleges that when he accepted the employment with the construction company, he was given to understand that after working three or four days as a labourer, he would be assigned to the duties of truck driver, which he states carried a wage of 10 cents an hour more than he was paid as a labourer.

While the employer's letter of May 5, herein quoted, does not reveal what the understanding was, if any, regarding the claimant's occupation with the company, he does say, however, that the claimant's statements are incorrect. Moreover, the employer states in the same letter that "at no time has he ever brought any dissatisfaction to the attention of the foreman" and that, when the latter asked the claimant why he was leaving, he said "he didn't like it any more". The claimant, therefore, has not proved to my satisfaction that there was

a definite understanding that he would, after three or four days, be transferred to the job of truckdriver.

I repeat what has been stated in many decisions of the Umpire dealing with similar cases, that a claimant who voluntarily leaves his employment because of a grievance regarding his conditions of employment must, in order to show "just cause" for so doing, exhaust all reasonable means of having his grievance rectified. This the present claimant did not do.

The appeal is dismissed.

Decision CUB—1676, September 14, 1959

Summary of the Main Facts: On March 6, 1958, the claimant filed an initial application for benefit and was registered for employment as a marine engineer. He had worked as a truck driver at a wage of \$1.25 an hour from January 8 to March 4, when he was laid off as the work had been completed. His claim was allowed by the insurance officer.

On April 21, 1958, the claimant started to work as a marine engineer for St. Lawrence Corporation Limited, Woodlands Division, Nipigon, Ont., which company is engaged in lumbering and logging, and worked as such until September 12, 1958, when he was laid off as the rafting season was completed. It is reported that in addition to his salary, the company also agreed to provide room and board during navigation.

On September 17, the claimant filed a renewal application for benefit and stated therein that he had been paid \$480 a month (plus room and board during navigation), and that no monies were received or were to be received by him from the employer following the termination of employment.

On September 19, however, the employer reported that the claimant was paid, in addition to his earned wages to date of separation, \$107.15 vacation pay and \$2,710, being the balance of the \$4,800 "guaranteed wage for rafting season".

In response to a request for further information, the employer, in a letter dated September 24, stated:

...This is to advise that certain of our engineers are guaranteed a salary for a season of ten (10) months. If less than 10 months are required to be worked in a season, the same seasonal salaries apply. The payments, both while working and at termination in the case of (the claimant), covers the calendar year 1958.

When asked to comment on the employer's statement regarding the sum of \$2,710 that he had received following his

separation, the claimant replied on September 26:

I received the rest of a guaranteed wage salary. Therefore I am finished work in this position and looking another position as a marine engineer which entitles me to benefits until such position comes along. I have paid unemployment insurance for the period I worked and now that I have finished work in this position no more stamps will be put in. Other marine engineers have collected unemployment insurance under the same circumstances.

The insurance officer notified the claimant on October 21, that his earnings allocated to each of the weeks in the period September 14, 1958, to February 8, 1959, were determined as \$110.77 and for the week commencing February 15, 1959, as \$92.30. His claim could not be allowed by reason of the amount of these earnings (sections 172 (1) and 173 (1) of the Unemployment Insurance Regulations).

The claimant appealed to a board of referees, stating that the company returned his book, which he had had in his possession since the last day of his employment; that he must be considered as unemployed inasmuch as no stamps had been placed in his book since that time; that he wanted work but had been unable to find any in his occupation as a marine engineer; and that other marine engineers under the same circumstances have collected and still were collecting unemployment insurance benefit.

When submitting the appeal to the board of referees, the insurance office requested the board, pursuant to section 69 of the Act, to consider the question of whether the claimant had proved he was unemployed during the period beginning September 14, 1958, and ending February 21, 1959.

The claimant and his representative, the business agent of the Seafarers' International Union of North America (Canadian District), were present at the hearing of the case before a board of referees in Fort William, Ont., on December 11, 1958. The board noted that during the course of the oral evidence, there was a difference of reply in respect to the question of whether the claimant was subject to recall by the employer, the claimant stating that "he would have to give service up to 10 months at, possibly, extra compensation" whereas the business agent stated "that when the claimant was paid off, he was through". The board, after examining the bargaining agreement and observing a provision therein, viz., "2nd Engineer Officer \$4,800 (10 month season)", which the members of the board considered to mean that the claimant was paid \$480 a month for 10 months service, if required, unanimously found that

the remuneration received did cover a 10-month period beginning April 21, 1958, and ending February 21, 1959. The board unanimously found also that the claimant was subject to 10 months services for remuneration received and, therefore, could not be considered as unemployed.

The Union appealed to the Umpire on January 10, 1959, on the following grounds:

The money received by (the claimant) is a guaranteed wage for the season and cannot be allotted to so much per week or month. Once the work on this tug is finished, then the claimant is finished and receives whatever is left out of this guaranteed wage. The reason for this is that the company cannot get men to take these jobs, so they have to give them extra compensations. This man has went out to work on another job, therefore he must have been laid off of his other job to do this. A bonus or vacation pay, the claimant does not have to wait to collect unemployment insurance benefits. When a salesman is laid off, does he have to tell the Unemployment Insurance how much he made in commissions during the period he worked, so they can tell him he cannot collect benefits until his commission are figured out in extra weeks pay. Other men in the same trade and in other trades with the same circumstances are collecting benefits from Unemployment Insurance so why should I be cut off.

On March 12, the employer, in reply to a request made by the Fort William local office, wrote as follows:

In reply to your letter of March 11, 1959, re the above, we are attaching herewith, a copy of our Agreement with the National Association of Marine Engineers. (The claimant) was employed by us as a 2nd Engineer Officer under this Agreement.

Our answers to your specific questions are:

1. There is no set date for commencement of the rafting season, other than following the spring breakup. If an engineer's services will not be required for the normal rafting season, it is customary for the employer to so notify early in January of that year.

2. In our case, the maximum length of the rafting season would be from April 1st to November 30th.

3. The ten month guarantee is within the calendar year.

As the above quoted appeal to the Umpire involved not only the question of whether the moneys paid to the claimant were properly allocated to the weeks in the period September 14, 1958, to February 21, 1959, but also the question of whether contributions are payable for each of these weeks, the Chief of Coverage Division, Unemployment Insurance Commission, made application, on February 4, 1959, to the Commission for a decision under sections 30 and 41 of the Unemployment Insurance Act on the following:

Whether contributions are payable in respect of a guaranteed wage payment of \$2,710 made by the St. Lawrence Corporation Limited, Nipigon, Ontario to (the claimant) at the end

of the 1958 rafting season; and if so, for what week or weeks such contributions are payable.

Subsequently, the Commission decided, pursuant to section 33 of the Act, to refer the questions referred to in the application to the Umpire for decision and informed the interested parties accordingly.

In a statement of observations produced on May 22, 1959, for consideration by the Umpire, the Chief of the Claims Division of the Unemployment Insurance Commission wrote, in part:

It will be noted in the letter from the employer, (Exhibit 4) dated 24 September, 1958, the statement that the payments "covers the calendar year 1958". The inference is that the contract ends on 31 December, 1958, and does not run for ten months from the date of engagement which in this case was 21 April 1958. It is considered that this is an illogical inference as it would mean the employee was being paid at the end of the "rafting season" for a period of time prior to his engagement. If however, it is determined that the contract does, in fact, end on 31 December, 1958, then it is submitted the decision of the board of referees is applicable at least until that date, and in such event, the direction of the Umpire is respectfully requested as to whether the balance of the claimant's earnings should be allocated to a period immediately prior to the date of engagement, i.e. 21 April, 1958.

Considerations and Conclusions: The evidence shows that in 1958, the claimant's services commenced on April 21 and terminated on September 12.

The contract of service of marine engineer officers of the claimant's classification is for the duration of the rafting season in any calendar year and the salary that is guaranteed, i.e., \$4,800 (plus room and board during navigation), is for any such season. There is no set date for the commencement nor the termination of the rafting season; it commences following the spring break-up and terminates, in the case of any particular employee, when the work which has been assigned to him by his employer is completed, but in the event that the rafting season should extend beyond 10 months or the end of the calendar year, new arrangements as to additional remuneration over and above \$4,800 would have to be entered into.

The duration of the rafting season is not necessarily 10 months. It may be less, depending upon the nature and the amount of the rafting work to be performed at a given employer. It could possibly be more, if perchance the rafting season opened some time in February. In the case of the St. Lawrence Corporation Limited, for example, the "maximum length" of the rafting season is not expected to exceed eight months in any calendar year, but in 1958

(Continued on page 1207)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules and Contracts Awarded during September

Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 236 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 240 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	101	\$606,084.00
Post Office	18	\$225,661.51
RCMP	3	\$ 19,410.66

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during September

During September the sum of \$1,796.16 was collected from nine contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount has been or will be distributed to the 80 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during September

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Corner Brook Nfld: Saunders, Howell & Co Ltd, alterations to Forest Biology Laboratory. *College Bridge Marsh N B:* Armco Drainage & Metal Products of Canada Ltd, repairs to aboiteau structure. *Ottawa Ont:* Diblee Construction Co Ltd, patching, oiling & paving roads, yards & parking areas, CEF; Andrews Bros Construction (Ottawa) Ltd, replacement of poultry house "D", CEF. *Indian Head Sask:* A Brian Campbell & Sons Ltd, extension to Agronomy Storage Bldg, Experimental Farm. *near Outlook Sask:* Bird Construction Co Ltd, construction of observation & display bldg on South Saskatchewan River Project. *Lethbridge Alta:* McCallum's Holdings Ltd, paving of road, Research Station. *Kamloops B C:* Taylor & Son Ltd, construction of implement shed, Entomology Laboratory.

Central Mortgage and Housing Corporation

Gander Nfld: Conniston Construction Co Ltd, site improvement & planting (6/57). *St John's Nfld:* Newhook & Morgan Engr Ltd, repairs to housing units (VR 1/49). *Amos Que:* Real Alarie, *exterior painting of houses; Yvon Gauthier Engr, *interior painting of houses. *Montreal Que:* J Hayart, *interior painting of stairways, Villeray Terrace; Maurice Tousignant, *exterior painting (Project 12, Paraplegic). *London Ont:* G Barker Construction Ltd, construction of housing units (FP 4/57). *Pembroke Ont:* T Wojdacki, *exterior painting of houses (1/54). *Sarnia Ont:* Hentry Branham, *maintenance service (Vets 8). *Woodstock Ont:* Froggett & Vandermout, exterior painting of houses. *Edmonton Alta:* Poole Construction Co Ltd, construction of stage 4 school extension with special auditorium (DND 12/59).

Department of Citizenship and Immigration

Eskasoni Indian Agency N S: Stephens Construction Ltd, reconstruction of pump house & installation of equipment, Eskasoni Indian Reserve. *Caughnawaga Indian Agency Que:* Florent & Lucien Philie, construction of garage, Caughnawaga Village. *Clandeboyne Indian Agency Man:* North American Lumber & Supply Co Ltd, construction of Assistant superintendent's residence, Pine Falls. *Norway House Indian Agency Man:* Bubbs Electric, supply & installation of diesel electric power plant & electrical wiring at Saggitawack. *Lesser Slave Lake Indian Agency Alta:* Engineered Bldgs (Calgary) Ltd, construction of community hall, Sucker Creek Indian Reserve. *Cowichan Indian Agency B C:* Quast & Walmsley Construction Co Ltd, installation of fire escapes, Kuper Island IRS. *Kamloops Indian Agency B C:* Moore Electric, supply & installation of diesel electric set & construction & wiring of power house, Neskainlith Day School. *Stuart Lake Indian Agency B C:* Combined Electric, alterations to electrical distribution centre, Lejac IRS.

Defence Construction (1951) Limited

Cut Throat Island Labrador: The Tower Co Ltd, tacan installations. *Gander Nfld:* Conniston Construction Co Ltd, construction of roads, walks & parking areas, RCAF Station. *St Anthony Nfld:* The Tower Co Ltd, tacan installations. *Summerside P E I:* Dominion Steel & Coal Corp Ltd, erection of security fencing, Armament Area, RCAF Station. *Cornwallis N S:* Dominion Atlantic Railway Co, *railway spur to Central Heating Plant, HMCS *Cornwallis*. *Dartmouth N S:* Trynor Construction Co Ltd, construction of reservoir & rehabilitation of water supply system, HMCS *Shearwater*. *Greenwood N S:* O V Kennedy & Son Ltd, drilling, testing, development & capping of rock well, RCAF Station. *Renous N B:* Wheaton Construction Co Ltd, extension of traverse, bldgs 1 & 2. *St Johns Que:* Conniston Construction Co Ltd, restoration of earthworks, landscaping, roadwork & drainage, College Militaire Royal de St Jean; R Desrosiers & Frere Ltee, supply & erection of structural steel for hospital, RCAF Station. *Seven Islands Que:* Beaudet & Fils Inc, tacan installations. *Churchill Man:* Kaiser-McNamara Tower, construction of HF DF AN/GRD 501 site installation, RCNRS. *Rivers Man:* Canadian Pacific Railway Co, *rail spur to bulk fuel storage compound. *Winnipeg Man:* Maple Leaf Construction Ltd, asphalt surfacing of existing gravel surfaced parking area, RCAF Station. *Calgary Alta:* Conniston Construction Co Ltd, construction of sports field, Camp Sarcee; McEwan Plastering Co Ltd, repairs to stucco work, Administration Bldg, Camp Sarcee. *Ralston Alta:* Seaman Engineering & Drilling Co Ltd, drilling of three natural gas wells & installation of transmission lines to existing system. *Near Fort St John B C:* McMahon Construction & Development Co Ltd, correction of slide, Taylor Hill, Northwest Highway System. *Fort Nelson B C:* Poole Construction Co Ltd, construction of tacan bldg, foundations for tower & access road. *Sandspit B C:* Moore Electric, construction of tacan bldg, foundations for tower & access road. *Whitehorse Y T:* Dawson & Hall Ltd, tacan installations.

Building and Maintenance

Summerside P E I: Johnston's (Sheet Metal Workers), conversion of gravity furnaces to forced air in 149 PMQs, RCAF Station. *Greenwood N S:* Louis Donolo Inc, construction of concrete reservoir, RCAF Station. *Sydney N S:* Municipal Ready Mix Ltd, surfacing of roads, etc, RCAF Station. *Moncton N B:* Rayner Construction Ltd, resurfacing & reconstruction of main roads, RCAF Station. *Bagoiville Que:* J J Riverin Ltd, construction of parking areas, RCAF Station. *Barriefield Ont:* Donald M Hawkins Ltd, interior painting of bldgs B28 & B29. *Moose Jaw Sask:* Freoschl & Heisler Ltd, replacing of concrete apron, Hangar No 6, RCAF Station. *Watson Lake Y T:* Permasteel Engineering Ltd, supply & erection of prefabricated garage, Mile 635.

Department of Defence Production

Beaverbank N S: Municipal Spraying & Contracting Ltd, seal coating & patching of roads, RCAF Station. *Dartmouth N S:* Halifax Heating & Air Conditioning Co, installation of air conditioning system in simulator room, Bldg No 116, RCN Air Station, *Shearwater*. *Halifax N S:* T Hogen & Co Ltd, retubing boiler & renewing stays in heating plant, Central Victualling Depot; Foundation Maritime Ltd, shingling walls & repairs to Admiral's Residence, Lorne Terrace; F W McNally, renewing hot water return main of heating system on basement floor, Bldg S-12, HMCS *Stadacona*. *Longueuil Que:* Campbell Gilday Co Ltd, re-roofing & repairs to flashings at Naval Armament Depot. *Montreal Que:* Morin & Plante Co Ltd, repairs to roof at Longue Pointe Ordnance Depot, 6769 Notre Dame St East. *Seven Islands Que:* Les Carrieres de Sept Iles Inc, construction of station entrance road, RCAF Station, Moisie. *Valcartier Que:* J E Audet Soudures Inc, repairs to water tank at Camp. *Camp Petawawa Ont:* H J McFarland Construction Co Ltd, laying asphalt surface over concrete curbs along Moreuil Wood & Festubert Blvd. *Clinton Ont:* Toten Construction Co Ltd, reinforcing defective glulam half arches, Protestant Chapel, RCAF Station. *Kingston Ont:* Irving-Harding Ltd, supply & relocation of exhaust fans & hoods & other incidental work, "C" Block, Officers' Mess, CSAC. *Mount Hope Ont:* Maple Leaf Roofing, re-roofing of bldgs No A38, A39 & A13, RCAF Station. *Orleans Ont:* Wm D'Aoust Construction Ltd, repairing concrete test course No 1 at Vehicle Proving Grounds, Montreal Road. *Shilo Man:* Crane Bros, interior painting of 33 PMQs. *Winnipeg Man:* Red River Construction Co Ltd, installation of waterline, including excavation, supply & laying of piping & valves, backfilling & repaving of asphalt areas, RCAF Station; J Kleinfelder Construction Co Ltd, supply & construction of drain & catch basin, removal of top soil & compact sub soil, etc, 16 ROD Compound,

Selkirk Lines. *Moose Jaw Sask*: J W Carruthers, repairs to Central Heating Plant. *Prince Albert Sask*: Fire Fighting Equipment Co, installation of carbon dioxide fire protection system for power supply enclosures at DRTE Radar Laboratory. *Edmonton Alta*: Haddow & Maughan Ltd, alterations to heating & ventilating systems, Armouries. *Sea Island B C*: Continental Painters & Decorators, painting of 40 PMQs, RCAF Station.

National Harbours Board

Halifax N S: Truscon Steel Co of Canada Ltd, replacement of landside doors, Shed 21; The Canada Gunitite Co Ltd, gunitite repairs to substructure, Pier No 2, Deep Water Terminals; Standard Paving Maritime Ltd, paving areas at Pier 2, Deep Water Terminals. *Montreal Que*: J G Fitzpatrick Ltd, construction of shed 62-65 extension; Miron Construction Ltd, supply & placing of fill at Sections 94-96. *Quebec Que*: J & E Hall (Canada) Ltd, installation of blast freezer, cold storage warehouse. *Three Rivers Que*: Germain & Frere Ltee, re-roofing of shed No 16. *Vancouver B C*: Hydraulic Service & Equipment Co Ltd, supply & installation of cargo cranes, Centennial Pier; J & E Hall (Canada) Ltd, installation of refrigeration & ice manufacturing equipment, cold storage plant; Fowles Construction Co Ltd, supply & installation of water mains, Centennial Pier; Mainland Metal Products Co Ltd, installation of dust collecting system in Shipping Gallery, No 3 Elevator.

National Research Council

Algonquin Park Ont: R G Reinke Sons Ltd, construction of power house, radiometer bldg & staff house at Lake Traverse. *Ottawa Ont*: Paul D'Aoust Construction Ltd, construction of foundations for boathouse, Montreal Road Laboratories; J R Statham, modifications to MacKay Street bldg; Andrews Bros Construction (Ottawa) Ltd, construction of boathouse—Model Turning Basin, Montreal Road Laboratories. *Springhill Ont*: A Bruce Benson Ltd, construction of transmitter bldg.

Department of Northern Affairs and National Resources

Prince Edward Island National Park P E I: Gleason Williams & J A Murphy, construction of six bldgs. *Annapolis N S*: Clarence B Allen, construction of garage, Fort Anne National Historic Park. *Baddeck N S*: G L Aker, *masonry repairs & construction of patio, Alexander Graham Bell Museum; Trynor Construction Co Ltd, paving of entrance road & parking area, placement of concrete curb & gutter & auxiliary work, Alexander Graham Bell Museum. *St. Lawrence Islands National Park Ont*: A F Simpson, excavation for boathouse, Mallorytown Landing. *Riding Mountain National Park Man*: John Weidacher & Son, plastering & stucco work in house. *Fort Battleford Sask*: N C Anderson, *construction of addition to combined administration bldg & custodian's residence. *Prince Albert National Park Sask*: Botting & Dent Ltd, installation of plumbing, heating & electrical work for staff bldg. *Yoho National Park B C*: Imperial Builders Ltd, construction of central service garage, storage bldg & workshop bldg at Boulder Creek Compound & townsite warden's residence at Field. *Fort Smith N W T*: Yukon Construction Co Ltd, installation of refrigeration & mechanical services, Freezer Bldg.

Department of Public Works

Hampden Nfld: A T White, construction of wharf & shed. *St John's Nfld*: Malcolm McPhee, harbour improvements (demolition of bldg & wharves). *Darnley Bridge P E I*: County Construction Co Ltd, wharf extension. *Berwick N S*: Malcolm L Wallace, additions & alterations, federal bldg. *Broad Cove N S*: Mosher & Rawding Ltd, breakwater repairs (west). *Cape Negro N S*: Colin R MacDonald Ltd, construction of wharf. *Margaree Harbour N S*: J Craig MacDonald & Donald F MacKeigan, repairs to east breakwater. *Pictou N S*: Mosher & Rawding Ltd, repairs to pier (Old Pier "C"). *Pondville N S*: J Craig MacDonald & Donald F MacKeigan, breakwater repairs. *Port Hawkesbury N S*: Allister MacInnis, wharf repairs. *Sandford N S*: Clare Industries Ltd, breakwater repairs. *Seal Island N S*: Continental Construction Co Ltd, harbour repairs & improvements. *Tatamagouche N S*: Albert E Whidden, construction of RCMP detachment quarters. *West Arichat N S*: Colin R MacDonald Ltd, breakwater reconstruction. *Black's Harbour N B*: Diamond Construction (1955) Ltd, wharf repairs. *Burnt Church N B*: Jacques St Coeur, construction of retaining wall. *St Simon N B*: Comeau & Savoie Construction Ltd, wharf repairs. *Anse au Griffon Que*: McCallum & LeBlanc Reg'd, replacement of wall. *Cloridorme Que*: Marc Bernatchez, training pier reconstruction. *Fryer's Island Que*: Edgar Milot Inc, painting of steelwork of Fryer's Island Control dam.

Gascons Ouest (Anse à la Barbe) Que: Ludger English & Philippe Roy, wharf improvements. *Kegaska Que:* Gulf Maritime Construction Ltd, construction of wharf. *Lac Megantic Que:* Henri Louis Martel, construction of retaining wall. *Riviere du Loup Que:* Tracy Construction Inc, wharf enlargement. *Ste Anne des Monts Que:* Theodose Pelletier, repairs & wharf improvements (asphalt paving). *Ste Flavie Que:* Emile St-Pierre, wharf repairs. *St Irene Que:* Philias Dufour, wharf repairs. *St Joachim de Tourelle (Quinze Collets) Que:* Rene J Therien & Omer Cloutier, wharf repairs; Theodose Pelletier, construction of landing. *St Ours Que:* Danis Construction Inc, construction of retaining wall. *St Simeon West Que:* J P Boileau, wharf repairs. *Sept Iles (Pointe aux Basques) Que:* H J O'Connell Ltd, construction of asphalt pavement. *Sorel Que:* Lucien Lachapelle Ltee, construction of retaining wall. *Collingwood Ont:* Ontario Marine & Dredging Ltd, breakwater repairs. *Cornwall Ont:* F E Johnston Drilling Co Ltd, *boring survey. *Desbarets Ont:* Samson Construction Ltd, wharf repairs. *Fort William Ont:* Speckert-Morris Ltd, construction of new harbour terminal (Stage 2). *Hamilton Ont:* King Paving Co Ltd, harbour repairs & improvements, Burlington Beach Wharf, Stage 1. *Meaford Ont:* W A Skinner, waling replacement. *Ottawa Ont:* L A Legault & Son Co Ltd, supply & installation of buzzer equipment for third floor & special buzzer cables throughout bldg, Dept of Public Works Testing Laboratory, Riverside Drive; A Bruce Benson Ltd, alterations to Testing Laboratory, Tunney's Pasture; Leopold Beaudoin Construction Ltd, alterations to plumbing, fire protection system & cafeteria, Phase 4, Jackson Bldg; Thomas Gregoire, general redecoration throughout basement area of Centre Block, Parliament Hill; L Beaudoin Construction Co Ltd, alterations & repairs, Woods-Canadian Bldg, Elgin & Slater Sts; Rene Cleroux, supply & installation of new steam coil, piping controls & modifications to existing duct dampers, Postal Terminal Bldg, Besserer St; L A Legault & Son Co Ltd, supply & installation of buzzer system & electrical power outlets & related work, Geological Survey Bldg, 601 Booth St. *St Clair River near Port Lambton, Sombra & Courtright Ont:* Walter Shan, removal of old timber piles. *Toronto Ont:* Steven Kovacs, alterations to Tamblin Bldg; Ruliff Grass Construction Co Ltd, construction of DPW boathouse. *Whitby Ont:* Canadian Dredge & Dock Co Ltd, harbour improvements (west protection breakwater). *Portage la Prairie Man:* W & G Ellwood, construction of duplex residence. *Rosburn Man:* Harry Komhyr, construction of RCMP detachment quarters. *The Pas Man:* Macaw & MacDonald Ltd, harbour improvements. *Winnipeg Man:* Claydon Co Ltd, freight elevator replacements & renovations, Customs Examining Warehouse. *Avonlea Sask:* C & S Construction Co Ltd, construction of RCMP detachment quarters. *Kamsack Sask:* Freoschl & Heisler Ltd, construction of RCMP detachment quarters. *Rose Valley Sask:* Emil Boyko (Watson Lumber Co), construction of RCMP detachment quarters. *Lethbridge Alta:* Glen Little, construction of waterworks & workshop, Veterinary Research Station. *Manyberries Alta:* Oland Construction (1959) Ltd, construction of duplex dwelling, Range Experimental Station. *Crescent Valley B C:* Imperial Builders Ltd, construction of RCMP detachment quarters. *Fernwood B C:* Victoria Pile Driving Co Ltd, approach reconstruction. *Gibsons Landing B C:* Imperial Builders Ltd, construction of RCMP detachment quarters. *Nanaimo B C:* Alby's Roofing & Insulation Co Ltd, installation of new flooring & roofing, Indian Hospital. *North Vancouver B C:* Porr of Canada Ltd, construction of one classroom school, Capilano No 5, Vancouver Indian Agency. *Zeballos B C:* West Coast Ventures Ltd, construction of boat harbour. *Fort Smith N W T:* Northgate Construction Co Ltd, construction of federal & RCMP Housing (1959-1960 program). *Dawson Y T:* Poole Construction Co Ltd, construction of bridge over Pelly & Stewart Rivers, Whitehorse-Dawson Highway.

Contracts Containing the General Fair Wages Clause

St John's Nfld: E F Barnes Ltd, repairs to Dredge No 400. *Sydney Mines N S:* H Hawkins, installation of new chain link fence, federal bldg. *Richibucto N B:* Denis LeBlanc, dredging. *Hull Que:* Wilfrid D St Cyr, plumbing repairs, new Printing Bureau; W M Morgan & Son, plumbing repairs, new Printing Bureau. *Longue Pointe de Mingan Que:* Verreault Navigation Inc, dredging. *Montreal Que:* Richard & B A Ryan Ltd, installation of suspended ceilings, National Film Board Bldg; Kredl Roofing Corporation, replacement of roof, 1631 Delorimier Ave; Beaver Asphalt Paving Co Ltd, resurfacing of parking area, National Film Board Bldg. *Cedar Beach Ont:* Detroit River Construction Ltd, dredging. *Kingston Ont:* James Kemp Construction, construction of retaining wall, Customs Office. *Ottawa Ont:* Dominion Sound Equipment Ltd, installation of acoustic

tile ceilings, Bureau of Statistics, Tunney's Pasture; Tim G McCarthy Co, plumbing repairs, Food & Drug Bldg, Tunney's Pasture; Artistic Painting & Decorating Construction, repainting exterior of various bldgs, Tunney's Pasture; Standard Plumbing & Heating, installation of new boiler, Animal Laboratory, Experimental Farm; Providence Plumbing & Heating Ltd, plumbing repairs, Administration Bldg, 555 Booth St; L Beaudoin Construction Co, installation of overhead doors, Mines & Technical Surveys Bldg, 552 Booth St; Thomas Gregoire, repairs to skylights, etc, Veterans Affairs Bldg, Wellington St; Canartic Refrigeration Ltd, supply & installation of air conditioning units, Campeau Bldg; Consolidated Glass Industries Ltd, general repairs, Postal Station "B"; Glebe Electric Ltd, electrical repairs, East Block, Parliament Bldgs; W J Carson Ltd, recaulking exterior windows & replacing broken glass, Centre Block, Parliament Bldgs; L Beaudoin Construction Ltd, general repairs, Central Heating Plant, Cliff St; Otis Elevator Co, elevator repairs, Holden Bldg; Canartic Refrigeration Ltd, supply & installation of air conditioning units, Veterans Affairs Bldg, Wellington St; Safeway Scaffolding & Equipment, erection of bleachers for unveiling of Artillery Memorial, Major's Hill Park; John Colford Contracting Co, installation of new coils, steam traps, etc, Fuel Testing Laboratory. *Peterborough Ont*: Peterborough Floor Coverings & Glass Ltd, repairs to windows, federal bldg. *Wheatley Ont*: Ontario Marine & Dredging Ltd, dredging. *Whitby Ont*: McNamara Marine Ltd, dredging. *Vancouver B C*: Cosmos Co Ltd, exterior cleaning, federal bldg; Robert Kennedy, exterior cleaning, Agriculture Bldg.

St. Lawrence Seaway Authority

Beauharnois Que: Dominion Steel & Coal Corp Ltd, erection of chain link fencing for fender bascule recesses at Lower Beauharnois Lock. *Lachine Section Que*: J M Langlois Inc, construction of dyke protection, Station 885+00 to 892+40. *Montreal Que*: Bau-Val Inc, treatment of shoulders, Victoria Bridge highway approach system. *Soulanges Section Que*: Mohawk Chemicals Ltd, improvement to highway tunnel, Lower Beauharnois Lock.

Department of Transport

Cape Spear Nfld: Avalon Construction & Engineering, construction of Marine Radio Beacon Bldg. *Halifax N S*: The Ellis-Don Ltd, construction of various bldgs & related work, Kelly Lake; A D Ross & Co Ltd, construction of power distribution system at Halifax International Airport. *New Glasgow N S*: Kay Contracting Ltd, reshaping & reseeding of runway 11-29, Trenton Airport. *Sydney N S*: Municipal Ready-Mix Ltd, additional development of Airport. *Yarmouth N S*: Desire Le Blanc, extension & alterations to air terminal bldg, Airport. *Cap Chat Que*: Roger Gagne & J B Carrier, construction of single dwelling & demolition of existing dwelling & barn. *Cartierville Que*: Highway Paving Co Ltd, additional development of Airport. *Mont Joli Que*: F Belanger & J L Guerette Enr, construction of power house. *Montreal Que*: Timmins Aviation Ltd, *modernizing radio equipment, Airport; G M Gest Ltd, construction of power & control duct system & installation of power cables, Airport. *Fort William Ont*: Sillman Co Ltd, construction VHF Omni Range Bldg, Lakehead Airport. *North Bay Ont*: McNamara Construction Ltd, additional development of Airport. *Winnipeg Man*: Central Canada Construction Co Ltd, installation of MI taxiway lighting, Airport. *Estevan Sask*: Asphalt Services Ltd, seal coating of runways & taxiways, Airport. *Regina Sask*: North West Electric Co Ltd, installation of MI lighting on taxiway parallel to 12-30, Airport; Wappel Concrete & Construction Co Ltd & South Construction Co Ltd, additional development of Airport. *Edmonton Alta*: Horton Steel Works Ltd, erection of steel elevated water storage tank, heating facilities, concrete footings, etc & vault associated piping & other works, International Airport. *Grande Prairie Alta*: D & B Bldg Contractors, rehabilitation of bldg 407, Airport. *Wetaskiwin Alta*: C Burrows Construction Ltd, addition to monitoring station. *Comox B C*: Sorensen Construction Co Ltd, enlarging of aircraft parking area. *Sandspit B C*: General Construction Co Ltd, additional development of Airport. *Frobisher Bay N W T*: Bedard-Girard Ltd, overhead power distribution. *Aishihik Y T*: Wirtanen Electric Co Ltd, replacement of poles on transmission line to transmitter & radio range, Airport. *Snag Y T*: Whitehorse Construction, construction of metal services bldg & related work, Airport.

PRICES AND THE COST OF LIVING

Consumer Price Index, October 1959

The consumer price index (1949=100) advanced 0.7 per cent from 127.1 to a record 128.0 between September and October.* It was the third successive month in which a new high has been reached.

The October index is a full two points above the index one year earlier.

Although all five group indexes contributed to the latest rise, a further seasonal increase of 1.5 per cent in food prices accounted for most of it; increases in the other four groups averaged 0.3 per cent.

The rise in the food index from 122.4 to 124.2, as in the July-September period, was largely seasonal and placed the October 1959 food index less than 1 per cent above the October 1958 level. A sharp seasonal gain in egg prices which normally occurs in late summer combined with usual seasonal price advances for fresh tomatoes and lettuce. Milk prices increased a cent a quart in some Ontario cities to produce the first price change in this item in nearly two years. While potato prices were lower they remained above October levels of recent years. Other fresh vegetables were off slightly and beef and pork prices were steady.

A rise of 0.6 per cent in the clothing index from 109.8 to 110.5 reflected prices of new season's lines of women's and girls' winter coats and girls' snow suits, up from last season's year-end levels. Some small price increases occurred in other lines and footwear prices continued to edge upwards.

The household operation index increased 0.2 per cent from 123.1 to 123.4. Appliance prices were mixed as new models started to appear on the market. Refrigerators, electric stoves and irons were lower, washing machines and vacuum cleaners somewhat higher. Price changes on furniture were attributable to a rise in prices from the previous month's sale levels. Price increases also occurred on such household items as light bulbs, soap flakes, dishes and brooms.

The other commodities and services index was up 0.2 per cent from 135.2 to 135.5 following slight scattered increases.

The index one year earlier (October 1958) was 126.0. Group indexes on that date were: food 123.4, shelter 139.6, clothing 109.9, household operation 121.3, and other commodities and services 131.8.

*See Table F-1 at back of book.

City Consumer Price Index, September 1959

Eight of the ten regional consumer price indexes (1949=100) advanced between August and September*. Increases ranged from 0.2 per cent in Saint John to 1.0 per cent in Edmonton-Calgary. Indexes were down 0.1 per cent in Halifax and 0.9 per cent in St. John's.

Movements in the food indexes were similar to those in the total indexes: foods were up in all cities except St. John's and Halifax. Increases ranged from 0.2 per cent in Saint John to 2.4 per cent in Montreal and Vancouver. The Halifax food index declined 0.5 per cent while that for St. John's decreased 3.0 per cent.

Shelter indexes showed mixed results: they were up in five regional cities, down in two cities and unchanged in the remaining three. Clothing indexes were higher in eight cities and down in two. Household operation indexes were unchanged in two cities but rose in seven of the other eight regional cities, with the Ottawa index down fractionally. The other commodities and services index declined in six of the ten regional cities, was unchanged in one city and rose slightly in the remaining three.

Regional consumer price index point changes between August and September were as follows: Edmonton-Calgary +1.2 to 124.0; Vancouver +1.1 to 128.3; Montreal +0.9 to 127.8; Saskatoon-Regina +0.7 to 124.2; Toronto +0.6 to 129.4; Winnipeg +0.5 to 123.9; Ottawa +0.4 to 127.6; Saint John +0.2 to 128.3; St. John's -1.1 to 114.9†; Halifax -0.1 to 126.3.

Wholesale Price Index, September 1959

The general wholesale index (1935-39=100) was practically unchanged between August and September, moving fractionally from 230.8 to 230.9, which is 1.5 per cent above the September 1958 index of 227.4. Three of the eight major groups increased, four were lower and one was unchanged.

The animal products group increased by 1.0 per cent from 256.1 to 258.6, the non-ferrous metals group 0.2 per cent from 173.0 to 173.3, and the chemical products group 0.2 per cent from 187.3 to 187.7.

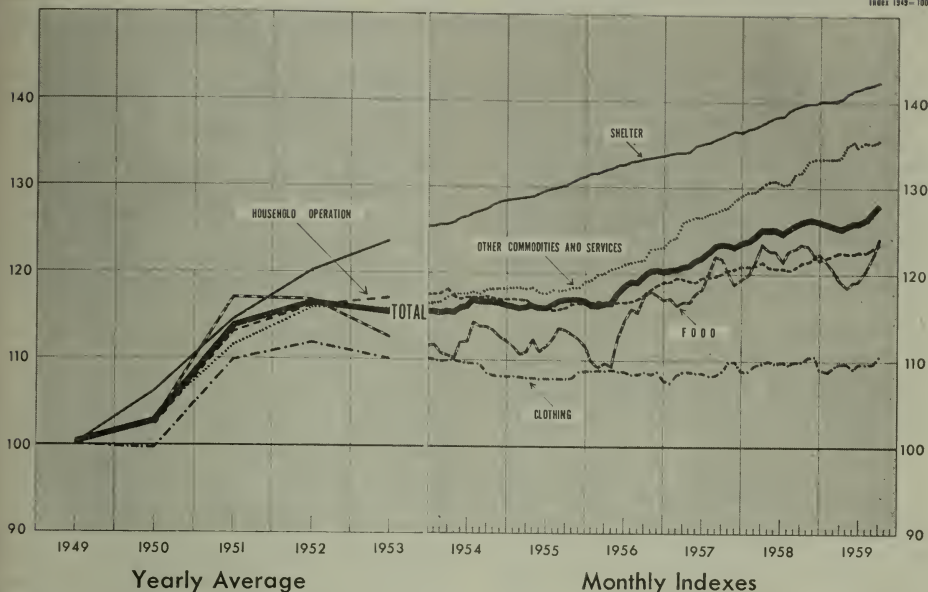
* See Table F-2 at back of book.

† On base June 1951=100.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



The vegetable products group declined by 0.8 per cent from 199.3 to 197.7 in response to sharply lower prices for potatoes and onions; price decreases of lesser amounts occurred for canned vegetables and dried fruits. The textile products group declined 0.2 per cent from 228.7 to 228.3; the wood products group and the non-metallic minerals group eased slightly. Iron products showed no change during the month.

The index of Canadian farm products prices (1935-39=100) between August and September declined from 221.9 to 219.0. The field products index dropped from 169.0 to 161.0 but the animal products index rose from 274.9 to 277.0.

The residential building materials price index (1949=100) declined 0.2 per cent between August and September, from 130.5 to 130.2. The non-residential building materials price index increased from 131.8 to 131.9.

U.S. Consumer Price Index, September 1959

The United States consumer price index (1947-49=100) rose to another record between mid-August and mid-September, at which time it reached 125.2, up 0.3 per cent from 124.8 a month earlier. At mid-September 1958 the index was 123.7.

The U.S. index, now 1.2 per cent higher than a year earlier, has risen in five of the past six months; it dipped slightly in August from the previous record of 124.9 set in July.

U.K. Index of Retail Prices, August 1959

The United Kingdom index of retail prices (Jan. 17, 1956=100) remained stationary at 109.0 between mid-July and mid-August. A year earlier, at mid-August 1958, it was 108.3. From that point it rose to 110.4 in January this year but has dropped every month since, except in June, when it took a slight spurt to 109.3.

The average collective bargaining agreement negotiated in the United States in the first half of 1959 provided wage increases of roughly 4 per cent plus improved fringe benefits, an AFL-CIO study reveals. The study was based on U.S. Department of Labor statistics involving major settlements—those affecting 1,000 or more workers—during the first half of the year.

The majority of the wage increases ranged between 7 and 12 cents an hour, or from 3 to 5 per cent. The report forecast larger increases for the second half of 1959.

Weighting in the report was on the low side since there were few negotiations in the higher-wage, heavy goods industries.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 133

Annual Reports

1. ALBERTA. BOARD OF INDUSTRIAL RELATIONS. *Bulletin on the Board's Activities, January 1 to December 31, 1958*. [Edmonton, 1959] Pp. 117.

2. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Forty-second Annual Report, Year ended December 31, 1958*. [Victoria?] Queen's Printer, 1959. Pp. 44.

3. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Strikes and Lockouts in Canada, 1957*. Ottawa, Queen's Printer, 1959. Pp. 27.

4. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Report for the Year 1958*. London, HMSO, 1959. Pp. 149.*

5. NATIONAL INDUSTRIAL CONFERENCE BOARD. *America and the World, Comparisons-Projections*. Prepared for the 43rd Annual Meeting of the Conference Board, May 21, 22, 1959. New York, 1959. Pp. 31.

6. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1958*. Toronto, Queen's Printer, 1959. Pp. 107.

7. QUEBEC (PROVINCE). WORKMEN'S COMPENSATION COMMISSION. *Thirty-first Annual Report, 1958*. [Quebec, 1959] Pp. 16, 16. English and French.

8. TRADES UNION CONGRESS. *What the TUC is doing, 1959*. London, 1959. Pp. 44.

9. U.S. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Annual Report, 1958*. Washington, GPO, 1959. Pp. 225-252.

Business

10. SEMON, THOMAS T. *Practical Business Use of Government Statistics*. Washington, GPO, 1959. Pp. 31.

Contents: Government Statistics. Markets. Competition and Product Information. How to read Statistics. Where to find the Data.

11. U.S. CONGRESS. HOUSE. SELECT COMMITTEE ON SMALL BUSINESS. *Definition of "Small Business" within Meaning of Small Business Act of 1953, as amended. Hearings before Subcommittee No. 2 of the Select*

Committee on Small Business, House of Representatives, Eighty-fifth Congress, Second Session, pursuant to H. Res. 56... Washington, GPO, 1959. Pp. 300.

Hearings held May 27-June 25, 1958.

The hearings deal with the definitions of small business set forth by the U.S. Small Business Administration and which are used by other Government agencies in connection with loan and procurement assistance to smaller firms.

Collective Bargaining

12. LABOR RELATIONS CONFERENCE, WEST VIRGINIA UNIVERSITY. 7TH, 1957. *Contemporary Issues in Collective Bargaining and Grievance Handling. Proceedings of the Seventh Annual Labor Relations Conference, April 12-13, 1957...* [Morgantown, Institute of Industrial Relations, West Virginia University, 1957?] Pp. 74.

The three topics discussed were employee security through collective bargaining, the role of government in labor-management relations, and arbitration of grievances.

13. RIEGEL, JOHN WALLACE. *Collective Bargaining as viewed by Unorganized Engineers and Scientists*. Ann Arbor, Bureau of Industrial Relations, University of Michigan, c1959. Pp. 105.

Twenty-seven of 264 non-supervisory engineers and scientists interviewed were in favour of collective bargaining. Cites opinions of those in favour of or against collective bargaining and unionization for engineers and scientists.

Economic Conditions

14. ONTARIO. DEPARTMENT OF ECONOMICS. *Georgian Bay Region; an Economic Survey*. [Toronto, n.d.] Pp. 40.

15. ONTARIO. DEPARTMENT OF ECONOMICS. *Lakehead-Northwestern Ontario Region; Economic Survey*. Toronto, 1959. Pp. 96.

16. ONTARIO. DEPARTMENT OF ECONOMICS. *The Northeastern Ontario Region*. Toronto, 1958. Pp. 82.

17. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Economic Developments in the Middle East, 1957-58. Supplement to World Economic Survey, 1958*. New York, 1959. Pp. 104.

18. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *World Economic Survey, 1958*. New York, 1959. Pp. 298.

Employment Management

19. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Tools of the Personnel Profession*. Washington, 1959. Pp. 10.

Contents: Written Sources of Information. Securing Information through Consultation. Exchanging Information with Other Executives and Company. Professional Organizations, Meetings and Self-Development.

20. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Automobile Allowances for Sales Personnel*, by Nicholas L. A. Martucci. New York, 1959. Pp. 43.

"This report analyzes the results of a survey of automobile allowance practices and procedures applicable to sales and marketing employees-salesmen and sales supervisors." Information was collected during the summer and fall of 1958 from 322 manufacturers in the U.S.

21. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Company Medical and Health Programs*, by Doris M. Thompson. Rev. ed. New York, 1959. Pp. 60.

Based on information supplied by 278 companies in the U.S. and Canada.

Contents: Why a Company Health Program? Setting the Basic Policy. The Scope of Company Medical Services. Who provides the Service? The Medical Unit in the Organization. Physical Layout and Equipment.

22. URWICK, LYNDALE. *Personnel Management in Perspective; Suggestions on the Correct Place of Personnel Activities in Business Organization*. London, Institute of Personnel Management, 1959. Pp. 23.

The author discusses employee morale, the worker's desire for social approval, job satisfaction, among other topics. This pamphlet is based on a talk given to the Personnel Association of Toronto on April 17, 1958.

Industrial Relations

23. BAL, MARCEL BOLLE DE. *Relations humaines et relations industrielles*. Bruxelles, Université libre de Bruxelles, Institut de Sociologie Solvay, 1958. Pp. 146.

In a comparison between the values of human relations and industrial relations the author concludes that industrial relations accomplish more for the worker's welfare than human relations.

24. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *The Personnel-Industrial Relations Function*. Washington, c1959. Pp. 13.

Contents: Functions and Organization of the P-IR Department. What the P-IR Executive is called. Status, Authority and Responsibilities of the P-IR Executive. Salaries, Cost and Personnel Ratios. Evaluating the P-IR Function. Main P-IR Problem of the Coming Year.

25. CONFERENCE FOR INDUSTRIAL RELATIONS EXECUTIVES, MACKINAC ISLAND, MICH., 1957. *The Emerging Environment of Industrial Relations; Proceedings*. East Lansing, Labor and Industrial Relations Center, Michigan State University, 1958. Pp. 112.

The Conference discussed such topics as the McClellan Committee (the U.S. Senate Select

Committee on Improper Activities in the Labor or Management Field) and its findings up to the time of the Conference, labour laws, human relations, "The Organization Man", collective bargaining, and economic conditions.

26. DERBER, MILTON. *Right and Wrong in Labor Relations*. Urbana, Institute of Labor and Industrial Relations, University of Illinois, 1958. Pp. 18.

Consists of a series of talks given over the University of Illinois radio station WILL. Titles of talks: Right and Wrong in Labour Relations. Management and Industrial Democracy. The Ethical Practices Codes of the AFL-CIO. The Public Responsibility in Labor Relations.

27. FANNING, JOHN H. *The Changing Pattern of Issues in Labor Relations Cases before the Board. The Paul Abelson Public Lectures in Labor Relations at The City College, May 14, 1959, New York, N.Y.* Washington, U.S. National Labor Relations Board, 1959. Pp. 18.

International Labour Organization

28. INTERNATIONAL LABOUR CONFERENCE. 41ST, GENEVA, 1958. *Record of Proceedings*. Geneva, International Labour Office, 1959. Pp. 313.

29. INTERNATIONAL LABOUR ORGANIZATION. ADVISORY COMMITTEE ON SALARIED EMPLOYEES AND PROFESSIONAL WORKERS. *Note on the Proceedings of the Fourth Session, Geneva, 1-13 April 1957*. Geneva, 1957. Pp. 61.

Labour Laws and Legislation

30. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Amending Longshoremen's and Harbor Workers' Compensation Act. Hearing before the Subcommittee on Labor of the Committee on Labor and Public Welfare, United States Senate, Eighty-fifth Congress, Second Session, on S.1454, S.3277, and S.3486, Bills to amend Section 41 of the Longshoremen's and Harbor Worker's Compensation Act so as to provide a System of Safety Rules, Regulations, and Safety Inspection and Training, and for Other Purposes*. March 20, 1958. Washington, GPO, 1958. Pp. 183.

The bills under discussion would establish a safety code for longshoremen to be administered by the Secretary of Labor.

31. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Amending the Railroad Retirement Act of 1937. Hearings before the Subcommittee on Railroad Retirement of the Committee on Labor and Public Welfare, United States Senate, Eighty-sixth Congress, First Session on S.226, and others . . .* Washington, GPO, 1959. Pp. 405.

Hearings held Feb. 9-19, 1959.

The bills under consideration would increase retirement and survivor benefits, among other things.

32. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Labor-Management Reform Legislation. Hearings before the Subcommittee on Labor of the Committee on Labor and Public Welfare, United States Senate, Eighty-sixth Congress, First Session, on S.505, and others...* Washington, GPO, 1959. Pp. 815.

Hearings held Jan. 28-March 9, 1959.

The bills which were discussed at these hearings were intended to control certain abuses in labour unions. The main bill under discussion, S. 505, introduced by Senators Kennedy of Massachusetts and Ervin of North Carolina, was intended "to provide for the reporting and disclosure of certain financial transactions and administrative practices of labor organizations and employers, to prevent abuses in the administration of trusteeships by labor organizations, to provide standards with respect to the election of officers of labor organizations, and for other purposes."

33. FINLEY, JOSEPH E. *Labor Act upside down. NLRB: Now an Employer Agency?* Washington, Public Affairs Institute, c1958. Pp. 26.

The author alleges that the National Labor Relations Board is not protecting employee rights. He examines several recent decisions of the NLRB which he thinks are anti-labour.

Labour Organization

34. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. [Washington, n.d., 1958?] Pp. 42.

Deals briefly with the history of organizing workers in the Southern states.

35. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *British Trade Unions and International Association.* London, 1958. Pp. 20.*

36. HARDY, L. LAURENT. *Brève histoire du syndicalisme ouvrier au Canada.* Montréal, Les Editions de l'hexagone, 1958. Pp. 152.

The author spent many years in the trade union movement. He devotes a chapter to the question of the union of the Confederation des Travailleurs Catholiques du Canada with the Canadian Labour Congress.

37. KANNAPPAN, SUBBIAH. *The Indian Trade Union Movement: an Account and an Analysis.* Medford, Mass., The Fletcher School of Law and Diplomacy, Tufts University, 1956. Pp. 7.

Abstract of a thesis presented to the Faculty of the Fletcher School of Law and Diplomacy in partial fulfillment of the requirements for the degree of Doctor of Philosophy, June 1956.

38. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *Unions in America, a British View*, by B. C. Roberts. Princeton, 1959. Pp. 136.

Discusses the following topics: the structure of union organization, union democracy, corruption in labour unions, wage bargaining and the control of inflation, industrial relations, and, unions and politics.

39. TRADES UNION CONGRESS. *Relationships between Unions.* 4th ed. London, 1957. Pp. 12.

Deals with the avoidance of disputes between unions and the principle that a person should not join a union while he is still a member of another union.

Labour Organization—Political Activities

40. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. COMMITTEE ON POLITICAL EDUCATION. *How to win; a Handbook for Political Action.* Washington, 1959. Pp. 254.

This booklet is intended to help the American Committee on Political Education chairman of a union local organize his resources to get the voter out to support a favourite candidate in whatever election the union is interested in.

41. BEALEY, FRANK. *Labour and Politics, 1900-1906; a History of the Labour Representation Committee*, by Frank Bealey and Henry Pelling. London, Macmillan; New York, St. Martin's Press, 1958. Pp. 313.

In 1906 the Labour Representation Committee became the Labour Party of Great Britain. Describes the composition and strength of the groups making up the Labour Representation Committee, and tells how the Committee won a place for itself among the parliamentary parties.

Labouring Classes

42. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. DEPARTMENT OF EDUCATION. *AFL-CIO Manual for Shop Stewards.* Washington, 1958. Pp. 64.

43. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. DEPARTMENT OF EDUCATION. *Teaching Guide for Use with AFL-CIO Manual for Shop Stewards.* 2d ed. Washington, 1958. Pp. 37.

The Manual for Shop Stewards tells about the shop steward's job and how he can best carry it out. The Teaching Guide contains instructions and suggestions for a six-session course for training shop steward to do a good job.

44. ANSTETT, MARCEL. *La formation de la main-d'oeuvre qualifiée en Union Soviétique de 1917 à 1954.* Paris, Marcel Rivière et Cie., 1958. Pp. 245.

Concerns the role of state regulation in the formation of a skilled labour force in Russia.

45. GALENSON, WALTER. *1937: The Turning Point for American Labor.* Berkeley, Institute of Industrial Relations, University of California, 1958. Pp. 107-117.

In 1937 in the United States there was a strong organizational drive among automobile,

steel and textile workers; the Federal government was favorably disposed towards unions; the Supreme Court declared the National Labor Relations Act (the Wagner Act) constitutional; and, a strong desire among workers to organize prevailed.

46. MORRISSEY, PATRICK J. *Working Conditions in Ireland and Their Effect on Irish Emigration, an Industrial Relations Study*. New York, Patrick J. Morrissey & Son, 1958. Pp. 79.

"A thesis presented to the Faculty of the Graduate School of Business Administration, New York University, in partial fulfillment of the requirements for the degree of Master of Business Administration, 1957."

A brief review of economic conditions in Ireland.

47. POLE, J. R. *Abraham Lincoln and the Working Classes of Britain*. With an introduction by Robert Willis, chairman of the London Trades Council (1952) and President of the Trades Union Congress. [London, The Commonwealth-American Current Affairs Unit of the English Speaking Union, 1958?] Pp. 36.

Deals with the high regard which the English working classes had for President Lincoln and the Northern cause during the American Civil War.

48. ROPER, JOSEPH IGAL. *Labour Problems in West Africa*. London, Penguin Books, 1958. Pp. 112.

Deals with the subject of wages, industrial relations, labour supply, trade unions, etc.

49. SEIDMAN, JOEL ISAAC. *Democracy in the Labor Movement. Three Lectures given at Cornell University under the Auspices of the New York State School of Industrial and Labor Relations during April 1957*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1958. Pp. 55.

The author says, "I would argue that a union is democratic when the rank-and-file members have the power to affect decisions, to change the leaders and the policies with which they disagree." He points out that some national union leaders "consider democracy secondary to efficiency." He concludes by suggesting a number of safeguards permitting democracy within a union.

50. SHEPHERD, GEORGE ROBERT SHEPHERD, BARON. *Labour's Early Days*. Foreword by Morgan Phillips. [Tillicoultry, Scotland, NCLC Publishing Society, Ltd., n.d., 1950?] Pp. 48.

The author was National Agent of the British Labour Party for many years.

51. U.S. BUREAU OF LABOR STATISTICS. *Paid Holiday Provisions in Major Union Contracts, 1958*. Washington, GPO, 1959. Pp. 25.

Contains the following information: "number of paid holidays; changes since 1950; holiday premium pay; eligibility requirements; pay for holidays on non-workdays; and, unpaid holidays."

52. U.S. CONGRESS. SENATE. COMMITTEE ON THE JUDICIARY. *Communism in Labor. Hearing before the Subcommittee to Investigate the Administration of the Internal Security Act and Other Internal Security Laws of the Committee on the Judiciary, United States Senate, Eighty-fifth Congress, Second Session, on Petition of LaRue I. Berfield for his Right to Freedom of Association*. May 29, 1958. Washington, GPO, 1958. Pp. 40.

Mr. Berfield, employed for 19 years by a manufacturer of electrical appliances, complained that under an agreement between his company and the United Electrical, Radio and Machine Workers, UE, he would be compelled to join this union. Mr. Berfield said that he could not join the union in good faith because of its political beliefs.

Open and Closed Shop

53. FANNING, JOHN H. *Union Shops and Hiring Halls. An address given at the Third Yale School Alumni Day, April 25, 1959, New Haven, Conn.* Washington, U.S. National Labor Relations Board, 1959. Pp. 8.

The author is a member of the U.S. National Labor Relations Board.

54. FLESHMAN, GLENN C. *The Agency Shop*. Chicago, Commerce Clearing House, c1959. 1 volume (various pagings).

"An agency shop requires non-members, as well as members, of the union to pay union dues or 'support payments' as a condition of employment on the theory that non-members also partake of any benefits secured by the union." The author, who is a Commissioner of the U.S. Federal Mediation and Conciliation Service, cites documented clauses, cases and opinions concerning the agency shop.

Productivity

55. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Raising Employee Productivity*. Washington, 1958. Pp. 13.

Some methods used to increase productivity include improved selection of employees, improved working conditions, human relations training for supervisors, job simplification, use of house organs, posters, etc., suggestion systems, job enlargement, job rotation, and profit-sharing plans.

56. ZALESNIK, ABRAHAM. *The Motivation, Productivity, and Satisfaction of Workers: a Prediction Study*, by A. Zalesnik, C. R. Christensen and F. J. Roethlisberger, with the assistance and collaboration of George C. Homans. Boston, Harvard University, Division of Research, Graduate School of Business Administration, 1958. Pp. 442.

This is a case study of 50 workers in a medium-sized manufacturing company in the Eastern United States. The objections of the study were: "(1) to diagnose and describe the patterns of human relations that exist in the departmental group of industrial workers, (2) to assess the factors determining the

patterns, and (3) to evaluate their effects for (a) the productivity of the group, (b) the satisfactions or dissatisfactions of individual members in the group, and (c) the personal development of individuals in the group."

Social Security

57. COMMODITY RESEARCH PUBLICATIONS CORPORATION. INDUSTRIAL RELATIONS INSTITUTE. *Your New Social Security Benefits*. 1958-59 edition. New York, c1958. Pp. 32.

Explains about the 1958 amendments to the Social Security Act, describing the various benefits received under the act.

58. MOORTHY, B. M. L. *Social Security in India (Embodying the Schemes envisaged in the Employees' State Insurance Act, 1948, as amended in 1951 and Provident Funds Act, 1952 as amended in 1953)*. Bombay, Popular Book Depot, 1954. Pp. 73.

59. U.S. ADVISORY COUNCIL ON SOCIAL SECURITY FINANCING. *Financing Old-Age, Survivors, and Disability Insurance; a Report*. Washington, GPO, 1958. Pp. 30.

The Advisory Council on Social Security Financing found that the method of financing the old-age, survivors, and disability insurance program was sound and based on the best possible estimates and that the contribution schedule now existing in the law provides adequately for meeting both short-range and long-range costs.

United Nations

60. UNITED NATIONS. ECONOMIC COMMISSION FOR AFRICA. *Report of the First Session (29 December 1958—6 January 1959)*. New York, 1959. Pp. 22.

61. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Economic Survey of Asia and the Far East*, 1958. Bangkok, 1959. Pp. 225.

62. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Economic Survey of Latin America, 1957*. New York, 1959. Pp. 292.

Wages and Hours

63. ALBERTA. BUREAU OF STATISTICS. *Survey of Wage and Salary Rates-Alberta-1 May 1958. Range of Wages and Weighted Averages by Type of Business and Hours worked per Week-by Position, Type of Business and Salary or Wage Rate, Alberta-Calgary-Edmonton*. Edmonton, 1958. 1 volume (unpaged).

64. LEISERSON, MARK WHITTLESEY. *Wages and Economic Control in Norway, 1945-1957*. Cambridge, Harvard University Press, 1959. Pp. 174.

Discusses wage policy and collective bargaining and describes their effect on money wage levels. Examines "the relationship between wage developments and the price level,

the share of labor in national income, the rate of capital formation, and the allocation of manpower within the economy... and evaluates the Norwegian experience in handling the wage problems of a controlled economy..."

65. PRINTING INDUSTRY PARITY COMMITTEE FOR MONTREAL AND DISTRICT. *Employment and Wages in the Printing Industry, 1950-1957*. Montreal, 1958. Pp. 174. English and French.

66. ROBERTS, BENJAMIN CHARLES. *National Wages Policy in War and Peace*. London, Allen & Unwin, 1958. Pp. 180.

Discusses national wage policy in Great Britain, the United States, Australia, Sweden and West Germany.

67. U.S. WOMEN'S BUREAU. *State Minimum-Wage Laws and Orders, July 1, 1942—July 1, 1958*. Washington, GPO, 1958-1959. 2 volumes.

Contents: Pt. 1. Historical Development and Statutory Provisions. Pt. 2. Analysis of Rates and Coverage.

Women

68. CONFERENCE ON THE PRESENT STATUS AND PROSPECTIVE TRENDS OF RESEARCH ON THE EDUCATION OF WOMEN, RYE, N.Y., 1957. *The Education of Women: Signs for the Future; Report*. Edited by Opal D. David. Washington, American Council on Education, 1959. Pp. 153.

Divided into five sections: Background and Purposes of the Conference. Motivation of Women for Higher Education. Pressures and Opportunities that face the Educated Women. Current Trends in the Education of Women. Research on the Education of Women.

69. RAINWATER, LEE. *Workingman's Wife; Her Personality, World, and Life Style*, by Lee Rainwater, Richard P. Coleman and Gerald Handel. Pref. by W. Lloyd Warner. Introd. by Burleigh B. Gardner. New York, Oceana Publications, 1959. Pp. 238.

Based on a study of 420 working class housewives in four cities: Chicago, Louisville, Tacoma, and Trenton. The women were questioned about their daily routine, their family, their family budgets, their homes, their family activities, etc.

70. U.S. WOMEN'S BUREAU. *First Jobs of College Women; Report on Women Graduates Class of 1957*. Washington, GPO, 1959. Pp. 44.

Some of the findings of the Survey of 1957 Women Graduates showed that the average starting salary was \$3,739; 76 per cent were working full time; 59 per cent of the employed graduates were teachers, 6.9 per cent were nurses, 6.7 per cent were secretaries and stenographers, and the remainder were performing a wide variety of jobs.

71. U.S. WOMEN'S BUREAU. *Handbook on Women Workers, 1958*. Washington, GPO, 1958. Pp. 153.

Contents: Women as Workers. Women's Income and Earnings. Education and Job Training of Women. Recommended Standards

for Employment of Women. State Labor Laws for Women. Political and Civil Status of Women. Organizations of Interest to Women.

Miscellaneous

72. DUNN, CLARK A. *Research Relations between Engineering Educational Institutions and Industrial Organizations*, by Clark A. Dunn, Herbert F. Poehle and Donald S. Murray. Washington, GPO, 1959. Pp. 38.

"A report of the Engineering College Research Council of the American Society for Engineering Education."

Explains how industry and engineering educational institutions can establish a co-operative research program.

73. INTERSTATE CONFERENCE OF EMPLOYMENT SECURITY AGENCIES. *Proceedings, 22nd Annual Meeting, October 6-7-8-9, 1958, Chicago*. Washington, 1958. Pp. 94.

74. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Relative Importance of: Labor Claims, Property Claims, Tax Claims*. New York, 1959. Pp. 80.

Contents: Defining the Claims Structure. Claims in the National Accounts. Claims as Shares of Final Price of Eight Commodities.

75. ROTROFF, VIRGIL H. *Work Measurement*. New York, Reinhold, 1959. Pp. 203.

Partial Contents: Why measure Work? What Work Measurement means. How to set Work Standards. Time Study for Work Measurement. Standard Data for Work Standards. Work Standards from Standard Data. Use of Standard Data. Specification Sheet Standards. How to use Work Standards. Work Standards Don'ts. Labor Relations and Work Measurement.

76. U.S. CIVIL SERVICE COMMISSION. *The Seven Keys to Better Faster Typing*. [Washington, 1957, i.e., 1958] Pp. 37.

Decisions of Umpire

(Continued from page 1193)

the claimant in fact completed the work required of him during his employer's rafting season in less than five months, and there is no evidence that he was "on call" or on his employer's payroll at any time before April 21 or after September 12.

The fact that marine engineer officers whose services are not required for the normal rafting season are so notified "early in January", and the fact that the payment of the salary is not prorated over a period beyond the rafting season, clearly show, in my opinion, that the employer of the

77. U.S. CONGRESS. HOUSE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Manpower Utilization in the Federal Government. Hearings before the Subcommittee on Manpower Utilization of the Committee on Post Office and Civil Service, House of Representatives, Eighty-fifth Congress, Second Session*... Washington, GPO, 1959. Pp. 401.

Hearings held December 1-5, 1958.

The purpose of the hearings was to determine if the manpower in U.S. Government departments and agencies is being effectively utilized. The Subcommittee revealed that in 1958 around 2,400,000 people were employed by the Government at a cost in salaries of twelve billion dollars.

78. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Unemployment Compensation for Veterans. Hearings before the Subcommittee on Veterans' Affairs of the Committee on Labor and Public Welfare, United States Senate, Eighty-fifth Congress, Second Session, on S.3710, a Bill to extend, until Such Time as Compulsory Military Service under the Laws of the United States is terminated, the Provisions of Title IV of the Veterans' Re-adjustment Assistance Act of 1952 to Veterans who entered Active Service in the Armed Forces after January 31, 1955*. May 20, 1958. Washington, GPO, 1958. Pp. 29.

The bill under discussion provided a program of unemployment compensation for peace-time veterans

*British government documents are available from United Kingdom Information Service offices in Vancouver, Toronto, Ottawa, Montreal and Quebec City.

previous year is not under any contractual obligation whatever to those officers during the interval before or after their work in the rafting season of any calendar year is completed.

In view of the foregoing, I consider that the amount of \$4,800 which was paid to the claimant by his employer in 1958 must be allocated to the period for which such amount was actually "earned or paid", i.e., April 21 to September 12, 1958, and as a consequence the second question as to coverage, which was referred to me by the Commission under section 33 of the Act, does not arise.

The claimant's appeal is allowed.

Report of Board

(Continued from page 1180)

to the 30th of April in any subsequent year to terminate or to renew the agreement or to negotiate a renewal thereof.

Respectfully submitted this 11th day of September, 1959.

(Sgd.) C. G. ROBSON,
Chairman.

(Sgd.) ADAM BELL,
Member.

(Sgd.) W. STEWART,
Member.

LABOUR STATISTICS

	PAGE
Table A-1 to A-4—Labour Force.....	1208
Table B-1—Labour Income.....	1210
Table C-1 to C-6—Employment, Hours and Earnings.....	1211
Table D-1 to D-5—Employment Service Statistics.....	1216
Table E-1 to E-4—Unemployment Insurance.....	1222
Tables F-1 and F-2—Prices.....	1224
Table G-1 to G-4—Strikes and Lockouts.....	1225

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED AUGUST 22, 1959

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,425	125	451	1,795	2,356	1,124	574
Agricultural.....	831	*	65	185	226	322	29
Non-Agricultural.....	5,594	121	386	1,610	2,130	802	545
Males.....	4,843	103	350	1,362	1,730	858	440
Agricultural.....	752	*	61	174	197	290	26
Non-Agricultural.....	4,091	99	289	1,188	1,533	568	414
Females.....	1,582	22	101	433	626	266	134
Agricultural.....	79	*	11	11	29	32	*
Non-Agricultural.....	1,503	22	97	422	597	234	131
All Ages.....	6,425	125	451	1,795	2,356	1,124	574
14—19 years.....	775	17	60	248	256	141	53
20—24 years.....	799	20	58	254	266	133	68
25—44 years.....	2,892	57	184	804	1,087	494	266
45—64 years.....	1,733	30	129	441	659	308	166
65 years and over.....	226	*	20	48	88	48	21
<i>Persons with Jobs</i>							
All status groups.....	6,186	111	424	1,708	2,287	1,107	549
Males.....	4,645	90	327	1,289	1,674	846	419
Females.....	1,541	21	97	419	613	261	130
Agricultural.....	824	*	64	183	225	320	28
Non-Agricultural.....	5,362	107	360	1,525	2,062	787	521
Paid Workers.....	4,968	98	331	1,395	1,936	737	471
Males.....	3,596	79	247	1,021	1,376	520	353
Females.....	1,372	19	84	374	560	217	118
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	239	14 ⁽¹⁾	27	87	69	17	25
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,167	145	449	1,478	1,722	865	508
Males.....	938	39	92	254	285	156	112
Females.....	4,229	106	357	1,224	1,437	709	396

* Less than 10,000.

(1) The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended August 22, 1959		Week Ended July 18, 1959		Week Ended August 23, 1958	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	257	242	249	235	300	285
Without Jobs.....	239	226	228	215	281	267
Under 1 month.....	85	—	80	—	81	—
1—3 months.....	81	—	71	—	104	—
4—6 months.....	32	—	33	—	40	—
7—12 months.....	27	—	27	—	42	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	10	—	11	—	*	—
Worked.....	18	16	21	20	19	18
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	12	11	15	14	13	12

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

TABLE A-3—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 ⁽¹⁾	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1958 Total.....	3,268	28,443	63,853	15,756	13,531	124,851	60,630
1958 1st 6 months.....	1,700	15,256	34,403	8,723	7,662	67,744	34,129
1959 1st 6 months.....	918	12,393	31,011	7,022	5,745	57,089	28,299

⁽¹⁾ Total includes 3,883 whose destination is not specified.**TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1958 1st 6 months....	4,058	4,107	766	1,380	5,952	3,076	325	10,806	5,011	261	35,742
1959 1st 6 months....	3,462	3,021	550	1,207	5,192	2,829	212	7,478	5,372	212	29,535

B—Labour Income

Note: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ³
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Government)	Supple- mentary Labour Income	
1954—Total....	402	3,903	1,317	310	869	204	1,794	3,010	494	12,452
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	263	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1958—May.....	44.1	400.1	140.3	61.3	337.5	71.5	583.7	1,079.8	178.1	1,375.9
June.....	44.7	403.7	142.4	.....	.....	.....	.....	.....	.....	1,407.1
July.....	44.1	401.0	145.0	.....	.....	.....	.....	.....	.....	1,405.4
August.....	44.7	398.6	145.1	68.4	396.2	73.7	590.5	1,095.2	182.2	1,411.6
Sept.....	43.9	403.5	142.9	.....	.....	.....	.....	.....	.....	1,434.9
Oct.....	42.5	398.8	142.3	.....	.....	.....	.....	.....	.....	1,415.7
Nov.....	42.3	400.9	141.7	82.8	337.7	72.3	616.8	1,132.7	184.4	1,403.0
Dec.....	42.0	393.2	139.0	.....	.....	.....	.....	.....	.....	1,383.2
1959—Jan.....	44.8	400.9	146.1	.....	.....	.....	.....	.....	.....	1,385.5
Feb.....	45.1	402.0	136.9	62.9	292.3	71.3	603.0	1,159.9	185.7	1,386.0
Mar.....	44.7	405.3	137.0	.....	.....	.....	.....	.....	.....	1,398.5
Apr.....	44.9	409.2	140.2	.....	.....	.....	.....	.....	.....	1,427.3
May.....	45.1	420.7	147.0	68.5*	367.8*	75.3*	626.0*	1,220.5*	191.7	*1,483.5
June.....	46.5	429.2	150.7	.....	.....	.....	.....	.....	.....	1,529.1
July*.....	47.2	419.0	152.9	.....	.....	.....	.....	.....	.....	1,508.2
August†..	46.4	422.7	152.6	.....	.....	.....	.....	.....	.....	1,520.4

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at July, 1959 employers in the principal non-agricultural industries reported a total employment of 2,819,011. Tables C-1 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ⁽¹⁾				Manufacturing			
	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries	
Averages								
1954.....	109.9	151.6	137.4	59.04	107.3	150.0	139.1	61.15
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959								
July.....	122.0	201.6	164.7	70.76	111.8	186.0	165.2	72.62
August.....	121.8	201.1	164.5	70.67	111.5	184.9	164.7	72.40
September.....	121.9	201.8	164.9	70.85	112.4	187.2	165.4	72.73
October.....	120.1	199.5	165.6	71.13	110.1	185.0	166.8	73.36
November.....	119.2	199.4	166.7	71.60	109.6	186.0	168.5	74.11
December.....	115.8	186.5	160.4	68.91	106.8	173.4	161.3	70.91
1959								
January.....	113.7	192.2	168.4	72.34	107.5	185.1	170.9	75.16
February.....	113.0	193.1	170.2	73.11	107.5	186.2	171.9	75.59
March.....	113.7	193.0	169.0	72.60	108.4	186.8	172.0	75.22
April.....	115.7	198.0	170.5	73.26	109.5	189.9	172.1	75.69
May.....	119.6	206.3	171.8	73.82	111.7	195.2	173.3	76.20
June.....	123.5	212.8	171.6	73.71	114.2	199.2	172.8	75.96
July.....	123.1	212.3	171.7	73.78	112.2	194.7	172.0	75.62

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling, quarrying and oil wells), (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1959	June 1959	July 1958	July 1959	June 1959	July 1958
				\$	\$	\$
Provinces						
Newfoundland.....	143.4	136.3	139.3	64.43	64.19	61.86
Prince Edward Island.....	142.2	137.4	123.1	53.73	53.60	50.50
Nova Scotia.....	101.5	97.9	100.3	60.63	59.62	58.35
New Brunswick.....	106.7	104.7	102.1	60.95	59.33	58.77
Quebec.....	122.6	121.7	120.7	70.73	70.38	68.11
Ontario.....	123.7	124.3	122.2	77.01	76.97	73.89
Manitoba.....	117.7	115.8	113.8	71.20	71.21	67.51
Saskatchewan.....	141.2	138.4	135.9	70.65	70.21	69.37
Alberta (including Northwest Territories).....	164.4	161.6	160.3	75.71	75.36	72.43
British Columbia (including Yukon).....	110.8	121.8	119.7	79.97	80.49	74.75
Canada.....	123.1	123.5	122.0	73.78	73.71	70.76
Urban Areas						
St. John's.....	144.0	137.3	133.4	53.82	53.22	50.62
Sydney.....	93.3	89.1	91.6	75.53	67.50	75.03
Halifax.....	117.2	116.6	113.4	60.42	60.17	57.70
Moncton.....	101.6	101.1	98.2	58.43	57.48	56.82
Saint John.....	97.2	96.1	93.7	58.34	57.90	54.72
Chicoutimi—Jonquiere.....	112.8	113.1	.....	87.28	89.87	.....
Quebec.....	114.0	112.9	112.4	61.48	60.84	59.09
Sherbrooke.....	98.6	101.0	97.2	58.98	59.30	57.76
Shawinigan.....	102.4	100.0	108.6	79.13	81.67	74.94
Three Rivers.....	122.5	123.1	116.6	67.51	68.63	64.96
Drummondville.....	77.1	76.2	70.1	58.83	60.07	58.68
Montreal.....	124.3	124.9	122.6	72.50	71.83	69.63
Ottawa—Hull.....	126.8	127.0	123.2	68.62	67.99	65.40
Kingston.....	113.2	112.6	117.2	70.82	70.26	69.07
Peterborough.....	103.3	104.5	98.5	82.35	81.85	78.77
Oshawa.....	176.5	183.3	146.5	85.12	85.37	72.32
Toronto.....	132.2	133.0	131.6	77.33	77.55	75.04
Hamilton.....	114.3	114.6	108.8	82.66	82.37	78.28
St. Catharines.....	106.0	114.4	106.7	83.71	84.10	79.22
Niagara Falls.....	107.6	106.9	112.6	74.79	76.34	72.89
Brantford.....	93.6	92.9	83.7	70.88	70.66	66.13
Guelph.....	126.0	130.1	119.0	69.52	69.18	67.68
Galt.....	116.5	113.9	112.8	66.66	66.76	63.44
Kitchener.....	123.5	123.0	115.8	70.44	70.43	66.07
Sudbury.....	141.9	140.0	136.0	86.28	85.82	77.18
Timmins.....	96.0	95.5	92.6	66.57	67.25	63.38
London.....	124.6	126.8	120.9	70.33	70.16	67.25
Sarnia.....	127.9	114.1	130.5	93.84	90.49	90.42
Windsor.....	79.5	84.6	78.0	83.77	84.91	77.99
Sault Ste. Marie.....	155.5	151.5	145.7	91.81	92.13	86.14
Ft. William—Pt. Arthur.....	123.0	118.9	125.6	76.19	74.66	70.98
Winnipeg.....	113.8	113.1	109.7	68.19	68.03	63.67
Regina.....	141.5	141.2	125.7	67.51	66.49	65.34
Saskatoon.....	142.8	140.4	140.8	66.77	66.79	64.57
Edmonton.....	195.2	193.7	187.8	71.63	71.60	69.01
Calgary.....	176.9	174.4	166.6	70.59	70.98	68.02
Vancouver.....	110.4	120.1	116.9	78.90	79.38	74.38
Victoria.....	112.6	116.7	117.2	72.49	72.43	68.72

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1959	June 1959	July 1958	July 1959	June 1959	July 1958
Mining	127.8	126.4	127.2	90.11	89.64	84.74
Metal mining.....	144.6	144.8	141.8	92.26	93.22	86.29
Gold.....	75.1	75.3	76.4	74.28	74.51	71.09
Other metal.....	209.4	209.5	202.7	98.29	99.49	91.63
Fuels.....	94.4	91.7	100.7	91.23	87.71	86.32
Coal.....	50.3	47.6	54.9	72.31	62.87	69.55
Oil and natural gas.....	267.9	265.1	280.2	105.21	105.26	99.18
Non-metal.....	151.1	146.5	140.0	78.69	77.24	74.24
Manufacturing	112.2	114.2	111.8	75.62	75.96	72.62
Durable goods.....	115.2	120.3	116.5	81.63	81.70	77.75
Non-durable goods.....	109.6	109.1	107.9	70.27	70.60	67.89
Food and beverages.....	123.7	120.2	122.4	67.08	67.80	63.94
Meat products.....	145.8	144.0	135.4	77.24	78.33	72.86
Canned and preserved fruits and vegetables.....	136.1	109.4	142.5	54.82	56.84	51.17
Grain mill products.....	105.0	106.2	104.0	73.84	73.12	71.81
Bread and other bakery products.....	112.5	111.9	111.7	66.38	67.76	64.17
Distilled and malt liquors.....	108.5	107.9	112.6	91.16	90.18	84.77
Tobacco and tobacco products.....	83.4	85.6	90.4	77.63	76.85	75.62
Rubber products.....	108.6	108.8	100.5	78.17	80.47	74.78
Leather products.....	89.5	89.6	86.5	49.80	50.47	49.44
Boots and shoes (except rubber).....	95.9	96.3	92.1	47.48	47.94	46.84
Textile products (except clothing).....	78.7	80.0	75.4	59.61	60.42	58.21
Cotton yarn and broad woven goods.....	72.4	74.9	71.7	54.07	55.08	52.19
Woolen goods.....	60.9	60.4	59.0	57.39	58.83	56.11
Synthetic textiles and silk.....	81.9	81.8	79.1	66.50	67.05	65.96
Clothing (textile and fur).....	90.7	91.9	89.2	46.52	46.34	46.07
Men's clothing.....	92.7	94.0	92.2	45.66	46.00	44.83
Women's clothing.....	92.2	93.2	93.1	48.29	46.53	47.99
Knit goods.....	77.4	78.1	74.6	45.25	45.36	45.09
Wood products.....	95.5	114.4	109.4	62.42	64.14	61.93
Saw and planing mills.....	89.8	119.1	112.9	62.98	65.64	63.00
Furniture.....	113.4	113.9	109.7	62.92	62.29	61.69
Other wood products.....	88.9	93.1	92.9	58.59	59.39	56.36
Paper products.....	127.1	126.9	125.0	88.46	88.65	84.65
Pulp and paper mills.....	129.3	128.3	125.8	94.38	95.00	90.29
Other paper products.....	121.5	122.3	123.0	72.59	71.95	70.43
Printing, publishing and allied industries.....	121.1	121.9	118.7	82.56	82.65	79.02
Iron and steel products.....	112.4	112.8	103.4	86.99	87.18	82.25
Agricultural implements.....	83.4	82.9	56.4	89.12	90.79	80.24
Fabricated and structural steel.....	164.1	171.8	162.4	90.41	86.80	82.46
Hardware and tools.....	99.7	100.4	88.6	78.26	78.59	73.58
Heating and cooking appliances.....	108.8	109.7	102.7	75.26	75.02	72.26
Iron castings.....	100.1	102.9	94.0	83.33	81.60	76.68
Machinery Industrial machinery.....	118.9	120.1	113.5	84.08	84.35	79.46
Primary iron and steel.....	123.4	121.6	111.9	98.73	98.46	93.94
Sheet metal products.....	114.0	113.8	104.2	88.47	89.47	84.13
Wire and wire products.....	118.4	121.9	110.5	86.73	88.08	84.34
Transportation equipment.....	110.9	117.3	122.2	85.54	86.21	80.18
Aircraft and parts.....	258.3	263.0	367.6	89.91	89.53	88.40
Motor vehicles.....	104.5	113.4	96.1	95.01	95.69	82.30
Motor vehicles parts and accessories.....	94.8	115.0	86.4	82.61	84.85	77.52
Railroad and rolling stock equipment.....	71.7	72.5	78.4	79.09	78.45	71.45
Shipbuilding and repairing.....	130.8	130.7	143.5	78.13	80.10	76.51
Non-ferrous metal products.....	128.3	128.4	126.8	86.05	85.21	83.72
Aluminum products.....	140.1	142.0	131.6	82.84	82.79	81.97
Brass and copper products.....	110.5	111.7	105.1	80.19	79.69	77.34
Smelting and refining.....	145.8	144.7	152.6	94.47	93.00	90.12
Electrical apparatus and supplies.....	135.8	136.1	134.5	81.68	82.44	79.30
Heavy electrical machinery.....	111.0	112.1	121.3	89.59	89.13	86.49
Telecommunication equipment.....	211.5	211.0	212.0	78.79	79.30	76.90
Non-metallic mineral products.....	151.5	151.4	140.4	78.86	79.31	77.01
Clay products.....	108.2	107.3	109.4	72.86	73.67	69.40
Glass and glass products.....	153.4	158.1	132.8	73.59	76.01	74.20
Products of petroleum and coal.....	141.6	142.5	143.1	110.34	111.07	102.66
Chemical products.....	131.2	129.0	132.4	86.48	86.07	83.11
Medicinal and pharmaceutical preparations.....	118.8	120.3	119.2	76.49	76.28	75.30
Acids, alkalis and salts.....	146.5	145.7	150.0	97.21	97.79	92.26
Miscellaneous manufacturing industries.....	126.8	126.8	119.8	67.31	68.05	65.11
Construction	150.4	144.0	147.6	78.37	76.71	76.36
Building and general engineering.....	145.8	141.4	145.7	84.82	82.61	83.49
Highways, bridges and streets.....	157.9	148.2	150.8	68.76	67.62	65.28
Electric and motor transportation.....	130.9	131.4	125.7	78.55	78.69	75.13
Service	147.3	144.8	142.7	49.09	49.63	47.76
Hotels and restaurants.....	140.3	136.5	136.2	39.03	39.54	37.92
Laundries and dry cleaning plants.....	113.9	116.3	116.4	44.07	44.81	42.45
Industrial composite	123.1	123.5	122.0	73.78	73.71	70.76

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	July 1959	June 1959	July 1958	July 1959	June 1959	July 1958
Newfoundland.....	43.4	44.0	38.0	1.44	1.45	1.50
Nova Scotia.....	40.9	41.6	40.5	1.50	1.51	1.46
New Brunswick.....	42.9	41.8	42.0	1.44	1.45	1.43
Quebec.....	41.4	41.4	41.2	1.54	1.55	1.50
Ontario.....	40.9	41.2	40.3	1.81	1.81	1.74
Manitoba.....	40.6	41.0	40.3	1.64	1.65	1.55
Saskatchewan.....	38.9	39.7	39.3	1.84	1.85	1.77
Alberta ⁽¹⁾	39.7	40.2	39.8	1.81	1.83	1.73
British Columbia ⁽²⁾	37.5	37.6	37.2	2.09	2.07	2.00

⁽¹⁾ Includes Northwest Territories.

⁽²⁾ Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1959	June 1959	July 1958	July 1959	June 1959	July 1958	July 1959	June 1959	July 1958
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining.....	41.6	41.1	40.6	2.03	2.04	1.95	84.49	83.95	79.17
Metal mining.....	41.5	41.9	40.3	2.12	2.13	2.03	88.10	89.28	81.97
Gold.....	42.8	43.2	41.6	1.61	1.61	1.59	68.99	69.56	66.31
Other metal.....	41.0	41.5	39.8	2.31	2.32	2.21	94.98	96.39	87.88
Fuels.....	40.9	37.4	39.7	1.91	1.92	1.86	78.24	71.73	73.96
Coal.....	40.3	35.1	39.1	1.75	1.72	1.73	70.66	60.54	67.56
Oil and natural gas.....	41.9	41.3	40.7	2.18	2.19	2.10	91.23	90.40	85.27
Non-metal.....	43.0	42.1	43.3	1.79	1.79	1.70	76.88	75.50	73.61
Manufacturing.....	40.8	41.0	40.3	1.71	1.72	1.66	70.01	70.63	66.86
Durable goods.....	41.3	41.4	40.4	1.86	1.86	1.79	76.67	77.09	72.44
Non-durable goods.....	40.4	40.6	40.2	1.58	1.58	1.53	63.76	64.19	61.43
Food and beverages.....	41.5	41.6	40.9	1.49	1.51	1.43	61.93	62.88	58.53
Meat products.....	41.3	41.7	41.2	1.79	1.80	1.68	73.98	75.11	69.01
Canned and preserved fruits and vegetables.....	41.4	40.4	39.1	1.17	1.25	1.15	48.49	50.42	45.08
Grain mill products.....	42.8	41.8	42.5	1.66	1.65	1.58	70.96	68.97	67.24
Bread and other bakery products.....	42.7	43.3	42.9	1.42	1.41	1.34	60.41	60.97	57.57
Distilled liquors.....	39.4	40.5	40.0	1.87	1.90	1.76	73.63	77.12	70.36
Malt liquors.....	42.2	41.0	41.2	2.14	2.12	1.99	90.16	86.95	82.15
Tobacco and tobacco products.....	40.8	40.5	42.6	1.76	1.75	1.68	71.90	70.95	71.48
Rubber products.....	40.6	42.1	40.3	1.80	1.81	1.72	72.91	76.21	69.11
Leather products.....	39.4	39.5	40.1	1.16	1.18	1.14	45.85	46.42	45.75
Boots and shoes (except rubber).....	39.2	39.2	39.7	1.12	1.13	1.09	43.76	44.21	43.31
Other leather products.....	39.9	40.1	40.8	1.27	1.29	1.25	50.67	51.64	50.92
Textile products (except clothing).....	41.3	42.0	41.2	1.29	1.29	1.25	53.19	54.27	51.46
Cotton yarn and broad woven goods.....	38.7	39.4	37.8	1.27	1.28	1.23	49.04	50.30	46.42
Woolen goods.....	43.6	44.6	43.3	1.21	1.22	1.18	52.74	54.48	51.05
Synthetic textiles and silk.....	42.7	43.5	43.6	1.38	1.37	1.35	59.14	59.73	58.77
Clothing (textile and fur).....	37.3	37.1	37.7	1.13	1.11	1.08	41.30	41.03	40.75
Men's clothing.....	26.9	36.8	36.8	1.13	1.14	1.09	41.66	41.89	40.22
Women's clothing.....	35.6	34.6	36.1	1.17	1.15	1.15	41.73	39.88	41.37
Knit goods.....	39.7	39.6	40.0	1.02	1.03	1.01	40.57	40.66	40.40
*Wood products.....	42.4	41.2	40.9	1.37	1.49	1.45	58.02	61.23	59.39
Saw and planing mills.....	42.6	40.6	40.0	1.38	1.56	1.53	58.98	63.51	61.28
Furniture.....	42.1	41.9	42.8	1.38	1.38	1.35	58.25	57.82	57.74
Other wood products.....	42.5	42.9	41.5	1.26	1.30	1.27	53.64	55.65	52.71
Paper products.....	41.6	41.8	41.0	2.00	2.00	1.94	83.12	82.43	79.38
Pulp and paper mills.....	41.6	41.9	40.8	2.13	2.13	2.07	88.65	89.40	84.62
Other paper products.....	41.5	41.3	41.3	1.80	1.60	1.54	68.55	66.06	63.81
Printing, publishing and allied industries.....	39.7	39.7	39.5	2.08	2.09	1.98	82.49	82.85	78.21
*Iron and steel products.....	41.4	41.7	40.6	2.01	2.01	1.92	83.29	83.69	78.03
Agricultural implements.....	41.7	42.7	39.3	2.04	2.06	1.88	85.33	87.90	78.96
Fabricated and structural steel.....	40.8	41.1	40.2	1.94	1.95	1.87	79.21	79.94	75.17
Hardware and tools.....	42.2	42.3	40.3	1.76	1.75	1.67	74.01	74.29	67.22
Heating and cooking appliances.....	41.7	41.9	41.6	1.72	1.73	1.64	69.94	71.38	68.27
Iron castings.....	41.7	40.9	39.8	1.92	1.92	1.83	80.02	78.40	72.95
Machinery, industrial.....	42.1	42.3	40.9	1.89	1.89	1.80	79.73	79.78	73.82
Primary iron and steel.....	40.6	40.9	40.2	2.35	2.32	2.25	95.42	95.19	90.49
Sheet metal products.....	42.8	43.3	42.3	1.99	1.99	1.92	85.20	86.18	81.30
*Transportation equipment.....	40.3	40.8	39.2	1.99	1.99	1.88	80.11	81.30	73.89
Aircraft and parts.....	41.5	41.1	41.2	1.98	1.97	1.96	82.02	80.99	80.63
Motor vehicles.....	40.1	41.4	35.6	2.20	2.17	2.04	88.23	89.79	72.66
Motor vehicle parts and accessories.....	40.1	41.4	35.6	2.20	2.17	2.04	88.23	89.79	72.66
Railroad and rolling stock equipment.....	39.7	39.4	38.8	1.94	1.94	1.79	77.23	76.66	69.57
Shipbuilding and repairing.....	39.7	41.1	41.4	1.92	1.92	1.83	76.44	78.88	75.76
*Non-ferrous metal products.....	40.5	40.5	39.3	1.98	1.97	1.96	80.31	79.84	76.95
Aluminum products.....	42.6	42.8	42.0	1.72	1.71	1.69	73.06	73.29	70.98
Brass and copper products.....	40.3	39.8	40.0	1.85	1.87	1.82	74.51	74.28	72.60
Smelting and refining.....	40.2	40.2	38.5	2.21	2.18	2.15	88.84	87.69	82.78
*Electrical apparatus and supplies.....	40.7	41.1	40.6	1.79	1.79	1.74	72.70	73.53	70.48
Heavy electrical machinery and equipment.....	40.7	40.7	40.8	2.01	1.99	1.94	81.85	81.16	79.36
Telecommunication equipment.....	40.2	40.6	40.6	1.62	1.61	1.55	64.90	65.48	63.01
Refrigerators, vacuum cleaners and appliances.....	41.3	41.3	41.0	1.76	1.76	1.72	72.85	73.00	70.64
Wire and cable.....	42.1	43.5	43.0	1.98	2.01	1.91	83.55	87.40	82.26
Miscellaneous electrical products.....	40.2	40.8	39.1	1.68	1.69	1.63	67.59	69.09	63.69
*Non-metallic mineral products.....	43.4	43.6	44.3	1.73	1.73	1.66	74.97	75.34	73.54
Clay products.....	42.2	42.7	42.4	1.61	1.61	1.53	68.11	68.72	65.04
Glass and glass products.....	41.6	42.5	43.4	1.68	1.71	1.64	69.92	72.76	70.96
Products of petroleum and coal.....	40.9	41.3	40.1	2.43	2.44	2.29	99.49	100.63	91.91
Chemical products.....	40.6	40.9	40.5	1.88	1.85	1.82	76.57	75.53	73.75
Medicinal and pharmaceutical preparations.....	40.6	41.1	41.0	1.43	1.44	1.43	58.17	59.11	58.47
Acids, alkalis and salts.....	40.6	40.8	40.0	2.17	2.17	2.09	88.20	88.52	83.68
Miscellaneous manufacturing industries.....	41.5	41.6	41.4	1.42	1.43	1.39	59.00	59.51	57.67
Construction.....	42.1	40.8	42.8	1.82	1.83	1.76	76.93	74.64	75.33
Building and general engineering.....	41.3	39.8	42.7	2.00	2.01	1.92	82.41	79.84	81.86
Highways, bridges and streets.....	43.7	42.6	43.1	1.54	1.53	1.45	67.41	65.39	62.37
Electric and motor transportation.....	44.3	44.7	44.2	1.77	1.76	1.69	78.40	78.48	74.57
Service.....	39.6	39.4	39.6	0.97	0.99	0.95	38.63	38.98	37.54
Hotels and restaurants.....	39.8	39.3	39.8	0.95	0.97	0.92	37.78	38.05	36.82
Laundries and dry cleaning plants.....	39.6	40.2	39.4	0.97	0.97	0.96	38.32	38.98	37.63

* Durable manufactured goods industries.

TABLE C-6—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958	40.2	1.66	66.77	160.0	125.1	127.9
Last Pay Period in:						
1958 July	40.3	1.66	66.86	160.2	124.7	128.5
August	40.6	1.64	66.58	159.5	125.2	127.4
September	40.7	1.64	66.91	160.3	125.6	127.6
October	40.8	1.66	67.52	161.8	126.0	128.4
November	40.9	1.67	68.43	163.9	126.3	129.8
December	40.7*	1.71	69.60*	166.7	126.2	132.1
1959 January	40.6	1.70	69.28	166.0	126.1	131.6
February	40.9	1.71	69.81	167.2	125.7	133.0
March	40.3	1.72	69.40	166.3	125.5	132.5
April	40.7	1.72	70.01	167.7	125.4	133.7
May	41.1	1.73	70.90	169.9	125.6	135.3
June	41.0	1.72	70.63	169.2	125.9	134.4
July (1)	40.8	1.71	70.01	167.7	125.9	133.2

NOTE:—Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December 1958 are 37.3 and \$63.71.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
October 1, 1953	24,025	17,806	41,831	117,827	53,453	171,280
October 1, 1954	16,388	13,018	29,406	170,883	71,561	242,444
October 1, 1955	28,794	18,225	47,019	117,723	63,545	181,268
October 1, 1956	40,726	21,827	62,553	97,699	59,502	157,201
October 1, 1957	12,792	13,660	26,452	186,599	80,267	266,866
October 1, 1958	9,385	11,430	20,815	228,426	107,123	335,549
November 1, 1958	7,319	9,552	16,871	255,451	115,711	371,162
December 1, 1958	11,579	9,752	21,331	329,050	126,341	455,391
January 1, 1959	8,643	8,549	17,192	562,257	158,163	720,420
February 1, 1959	9,425	9,295	18,720	615,788	175,574	791,362
March 1, 1959	9,007	10,816	19,823	623,338	174,787	798,125
April 1, 1959	11,740	13,399	25,139	611,941	169,625	781,566
May 1, 1959	16,883	16,280	33,163	498,987	161,742	660,639
June 1, 1959	19,758	18,044	37,802	342,605	140,615	483,220
July 1, 1959	14,579	16,464	31,043	193,774	114,377	308,151
August 1, 1959	14,235	14,317	28,552	185,527	106,965	292,492
September 1, 1959 (1)	16,741	18,466	35,207	172,417	96,074	268,491
October 1, 1959 (1)	16,162	16,792	32,954	160,519	97,261	257,780

* Current Vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT AUGUST 31, 1959⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				July 31, 1959	August 29, 1958
Agriculture, Fishing, Trapping	2,056	483	2,539	+ 75	+ 781
Forestry	1,574	8	1,582	+ 344	+ 1,286
Mining, Quarrying and Oil Wells	455	53	508	- 1	+ 90
Metal Mining.....	291	7	298	- 10	+ 102
Fuels.....	94	30	124	+ 28	- 38
Non-Metal Mining.....	22	1	23	- 31	+ 11
Quarrying, Clay and Sand Pits.....	12	3	15	- 7	- 1
Prospecting.....	36	12	48	+ 19	+ 16
Manufacturing	3,736	3,796	7,532	+ 1,557	+ 2,459
Foods and Beverages.....	458	625	1,083	+ 307	+ 104
Tobacco and Tobacco Products.....	5	5	10	- 6	- 1
Rubber Products.....	32	25	57	- 15	+ 42
Leather Products.....	75	169	244	+ 42	+ 36
Textile Products (except clothing).....	165	220	385	+ 136	+ 212
Clothing (textile and fur).....	157	1,645	1,802	+ 536	+ 423
Wood Products.....	329	103	432	+ 33	+ 112
Paper Products.....	167	78	245	+ 62	+ 128
Printing, Publishing and Allied Industries.....	178	134	312	+ 91	+ 99
Iron and Steel Products.....	766	199	965	+ 167	+ 513
Transportation Equipment.....	499	55	554	- 80	+ 197
Non-Ferrous Metal Products.....	194	79	273	+ 37	+ 163
Electrical Apparatus and Supplies.....	297	156	453	+ 75	+ 193
Non-Metallic Mineral Products.....	116	28	144	+ 21	+ 42
Products of Petroleum and Coal.....	33	12	45	+ 5	- 2
Chemical Products.....	158	108	266	+ 44	+ 84
Miscellaneous Manufacturing Industries.....	107	155	262	+ 102	+ 114
Construction	2,463	126	2,589	+ 162	+ 878
General Contractors.....	1,639	74	1,713	+ 121	+ 673
Special Trade Contractors.....	824	52	876	+ 41	+ 205
Transportation, Storage and Communication	869	272	1,141	+ 79	+ 521
Transportation.....	620	142	762	- 37	+ 341
Storage.....	36	27	63	+ 19	+ 25
Communication.....	213	103	316	+ 97	+ 155
Public Utility Operation	79	33	112	- 6	+ 48
Trade	2,160	2,956	5,116	+ 1,049	+ 1,383
Wholesale.....	814	628	1,442	+ 191	+ 432
Retail.....	1,346	2,328	3,674	+ 858	+ 951
Finance, Insurance and Real Estate	485	719	1,204	+ 90	+ 150
Service	2,165	9,455	11,620	+ 903	+ 2,827
Community or Public Service.....	352	1,807	2,159	- 47	+ 700
Government Service.....	676	345	1,021	- 20	+ 152
Recreation Service.....	110	101	211	+ 16	+ 115
Business Service.....	444	541	985	+ 23	+ 275
Personal Service.....	583	6,661	7,244	+ 931	+ 1,585
GRAND TOTAL	16,042	17,901	33,943	+ 4,252	+ 10,423

(¹) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT SEPTEMBER 3rd, 1959⁽¹⁾**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	1,626	1,303	2,929	5,160	1,569	6,738
Clerical Workers.....	1,127	3,765	4,892	11,331	37,500	48,831
Sales Workers.....	1,199	1,733	2,932	4,447	11,957	16,404
Personal and Domestic Service Workers..	839	7,739	8,578	20,083	15,083	35,166
Seamen.....	8	.....	8	838	.....	838
Agriculture, Fishing, Forestry (Ex. log.)..	2,251	414	2,665	2,234	401	2,635
Skilled and Semiskilled Workers.....	7,167	2,262	9,429	71,036	14,298	85,334
Food and kindred products (incl. tobacco).....	93	32	125	705	419	1,124
Textiles, clothing, etc.....	138	1,703	1,841	1,819	8,529	10,348
Lumber and lumber products.....	1,813	7	1,820	6,176	104	6,280
Pulp, paper (incl. printing).....	50	14	64	703	352	1,055
Leather and leather products.....	65	110	175	713	722	1,435
Stone, clay and glass products.....	21	.....	21	210	41	251
Metalworking.....	838	42	880	11,807	766	12,573
Electrical.....	131	30	161	1,760	788	2,548
Transportation equipment.....	1	.....	1	2,134	100	2,234
Mining.....	184	.....	184	1,172	.....	1,172
Construction.....	1,410	.....	1,410	12,219	2	12,221
Transportation (except seamen).....	702	16	718	11,628	125	11,753
Communications and public utility...	22	2	24	421	3	424
Trade and service.....	226	227	453	2,709	1,284	3,993
Other skilled and semiskilled.....	1,333	53	1,386	12,670	854	13,524
Foremen.....	45	15	60	1,464	200	1,664
Apprentices.....	95	11	106	2,726	9	2,735
Unskilled Workers.....	2,524	1,250	3,774	57,279	15,266	72,545
Food and tobacco.....	371	452	823	1,390	2,436	3,826
Lumber and lumber products.....	142	9	151	4,746	259	5,005
Metalworking.....	179	32	211	3,590	402	3,992
Construction.....	937	.....	937	20,614	1	20,615
Other unskilled workers.....	895	757	1,652	26,939	12,168	39,107
GRAND TOTAL.....	16,741	18,466	35,207	172,417	96,074	268,491

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT SEPTEMBER 3, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(?)			Registrations		
	(1) Sept. 3, 1959	Previous Month July 30, 1959	Previous Year Aug. 28, 1958	(1) Sept. 3, 1959	Previous Month July 30, 1959	Previous Year Aug. 28, 1958
Newfoundland	381	309	313	4,406	5,787	7,882
Corner Brook.....	24	64	9	1,130	1,507	2,194
Grand Falls.....	4	4	4	425	395	682
St. John's.....	353	241	300	2,851	3,885	5,006
Prince Edward Island	228	152	138	1,004	1,197	1,252
Charlottetown.....	147	105	98	574	630	728
Summerside.....	81	47	40	430	567	524
Nova Scotia	888	859	596	10,657	10,975	12,829
Amherst.....	23	18	10	370	522	438
Bridgewater.....	38	23	12	576	611	564
Halifax.....	584	546	386	3,357	3,290	3,738
Inverness.....	.....	.....	.....	222	229	267
Kentville.....	104	143	77	801	728	888
Liverpool.....	5	1	3	202	217	261
New Glasgow.....	21	35	39	1,428	1,479	2,340
Springhill.....	.....	.....	.....	701	614	233
Sydney.....	28	13	17	2,047	2,222	2,814
Truro.....	25	18	.....	400	472	628
Yarmouth.....	60	62	52	553	591	658
New Brunswick	750	626	587	9,356	10,270	12,028
Bathurst.....	30	2	11	718	722	703
Campbellton.....	37	23	30	824	721	1,065
Edmundston.....	11	13	2	561	527	685
Fredericton.....	139	168	98	923	1,094	1,176
Minto.....	26	26	.....	418	524	776
Moncton.....	225	178	284	1,737	2,127	2,306
Newcastle.....	7	2	.....	960	922	894
Saint John.....	226	201	143	1,727	2,298	2,503
St. Stephen.....	18	5	8	807	691	1,042
Sussex.....	12	5	9	228	182	211
Woodstock.....	19	3	2	453	462	667
Quebec	9,263	6,975	4,595	78,846	88,869	99,706
Alma.....	32	23	16	1,200	1,293	1,271
Asbestos.....	6	15	11	234	260	644
Beauharnois.....	36	27	37	614	664	605
Buckingham.....	27	51	17	472	410	656
Causapscal.....	78	29	62	360	546	683
Chandler.....	21	15	5	189	247	263
Chicoutimi.....	146	259	61	925	1,142	1,263
Dolbeau.....	46	15	17	506	548	918
Drummondville.....	37	35	38	1,093	1,246	1,194
Farnham.....	663	66	11	442	451	513
Forestville.....	253	281	3	486	535	666
Gaspé.....	24	10	9	164	226	290
Granby.....	25	32	80	809	1,195	1,393
Hull.....	58	108	42	1,378	1,566	1,679
Joliette.....	177	92	124	1,816	2,129	1,686
Jonquière.....	25	58	34	1,060	1,265	1,390
Lachute.....	11	16	24	317	506	362
La Malbaie.....	9	37	17	412	407	337
La Tuque.....	295	367	92	545	841	678
Lévis.....	115	103	60	1,213	1,248	1,989
Louiseville.....	18	17	34	467	585	676
Magog.....	10	1	1	342	276	527
Maniwaki.....	183	14	.....	147	174	226
Matane.....	43	10	3	345	455	868
Mégantic.....	1	10	9	352	360	301
Mont-Laurier.....	10	4	10	278	370	510
Montmagny.....	14	12	20	461	504	718
Montreal.....	4,203	3,289	2,454	34,851	37,153	42,472
New Richmond.....	16	2	11	213	235	314
Port Alfred.....	5	2	4	266	225	349
Quebec.....	619	558	468	6,140	7,024	7,404
Rimouski.....	290	103	59	1,422	1,177	1,307
Rivière du Loup.....	101	37	12	684	751	979
Roberval.....	137	75	8	569	705	827
Rouyn.....	105	70	48	1,254	1,429	2,031
Ste. Agathe.....	45	35	9	231	236	242
Ste. Anne de Bellevue.....	70	67	32	453	520	535
Ste. Thérèse.....	29	90	28	913	1,056	963
St. Hyacinthe.....	67	73	89	1,122	1,826	951
St. Jean.....	104	65	74	527	1,313	1,307
St. Jérôme.....	79	109	30	949	901	694
Sept-Îles.....	202	120	31	589	667	432
Shawinigan.....	147	31	17	1,937	2,148	2,901
Sherbrooke.....	212	137	95	2,561	3,104	3,199
Sorel.....	29	67	40	896	1,133	2,140
Thetford Mines.....	53	60	45	935	896	1,006
Trois-Rivières.....	245	151	113	2,028	2,885	2,823
Val d'Or.....	20	42	14	989	1,115	1,380

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT SEPTEMBER 3, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Sept. 3, 1959	Previous Month July 30, 1959	Previous Year Aug. 28, 1958	(1) Sept. 3, 1959	Previous Month July 30, 1959	Previous Year Aug. 28, 1958
Quebec—Concluded						
Valleyfield.....	19	9	16	1,243	1,129	1,256
Victoriaville.....	16	22	23	835	1,019	1,049
Ville St. Georges.....	87	54	38	612	773	839
Ontario	12,834	10,843	9,119	104,336	111,235	133,398
Arnprior.....	6	9	16	102	106	129
Barrie.....	27	35	32	819	818	689
Belleville.....	89	26	28	963	1,033	1,105
Bracebridge.....	54	172	45	341	315	386
Brampton.....	14	52	26	1,492	1,492	702
Brantford.....	119	74	67	1,547	1,396	2,284
Brockville.....	64	63	27	207	331	290
Carleton Place.....	9	14	18	123	158	150
Chatham.....	347	191	357	840	1,236	1,499
Cobourg.....	18	16	15	514	704	571
Collingwood.....	11	18	12	333	543	382
Cornwall.....	122	108	119	1,861	2,168	2,403
Elliot Lake.....	106	115	.....	348	320	.....
Fort Erie.....	43	26	6	259	313	395
Fort Frances.....	43	21	23	190	209	265
Fort William.....	90	78	115	1,021	899	1,405
Galt.....	134	90	74	760	932	1,306
Gananoque.....	26	14	6	114	141	139
Goderich.....	38	53	22	214	229	289
Guelph.....	53	54	23	1,086	1,209	1,226
Hamilton.....	1,087	869	687	7,919	7,484	12,360
Hawkesbury.....	13	20	16	235	318	331
Kapuskasing.....	18	32	55	409	458	775
Kenora.....	23	13	34	216	213	355
Kingston.....	165	104	108	1,316	1,141	1,163
Kirkland Lake.....	74	54	30	564	689	665
Kitchener.....	216	263	114	1,222	1,844	1,946
Leamington.....	133	36	41	440	846	627
Lindsay.....	7	24	6	467	506	596
Listowel.....	26	29	32	137	182	173
London.....	757	600	519	2,465	3,230	3,751
Long Branch.....	267	251	175	2,694	2,581	2,638
Midland.....	23	28	33	287	306	367
Napanee.....	5	6	3	204	205	284
Newmarket.....	101	55	63	727	731	765
Niagara Falls.....	161	63	35	947	1,192	1,506
North Bay.....	27	21	11	808	735	1,009
Oakville.....	143	128	59	855	599	794
Orillia.....	35	22	22	465	471	840
Oshawa.....	128	132	64	8,422	7,408	7,676
Ottawa.....	1,070	961	890	3,293	3,457	3,317
Owen Sound.....	56	33	8	549	714	1,062
Parry Sound.....	.....	1	1	148	113	190
Pembroke.....	109	68	70	834	802	1,105
Perth.....	36	27	39	201	236	200
Peterborough.....	90	63	136	1,796	1,948	2,452
Pictou.....	16	13	26	141	186	199
Port Arthur.....	263	271	126	1,427	1,442	1,984
Port Colborne.....	7	6	17	495	589	858
Prescott.....	25	44	28	324	524	422
Renfrew.....	24	15	6	194	237	409
St. Catharines.....	285	121	123	2,663	4,246	5,564
St. Thomas.....	156	58	204	419	666	716
Sarnia.....	127	78	51	1,231	1,228	1,807
Sault Ste. Marie.....	354	240	304	960	1,144	2,115
Simcoe.....	320	742	769	318	838	422
Sioux Lookout.....	13	27	5	86	114	115
Smiths Falls.....	9	13	37	219	195	228
Stratford.....	39	54	25	496	602	694
Sturgeon Falls.....	20	9	2	359	443	799
Sudbury.....	243	191	249	1,728	2,050	3,207
Tillsonburg.....	576	325	.....	80	353	.....
Timmins.....	79	64	55	1,121	997	1,438
Toronto.....	3,259	2,685	2,182	26,972	27,653	30,465
Trenton.....	127	59	95	333	398	505
Walkerton.....	62	49	60	236	263	314
Wallaceburg.....	10	9	3	136	277	285
Welland.....	30	12	48	869	1,068	1,869
Weston.....	217	194	224	3,036	3,274	1,873
Windsor.....	241	161	131	9,305	8,911	13,606
Woodstock ⁽³⁾	149	271	.....	434	576	.....
Manitoba	4,049	2,824	1,927	8,446	9,582	10,875
Brandon.....	284	194	166	619	712	726
Dauphin.....	19	22	14	282	362	384
Flin Flon.....	54	71	37	137	143	164
Portage la Prairie.....	88	61	51	339	399	417
The Pas.....	164	101	47	199	245	243
Winnipeg.....	3,440	2,375	1,612	6,870	7,721	8,941

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT SEPTEMBER 3, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	⁽¹⁾ Sept. 3, 1959	Previous Month July 30, 1959	Previous Year Aug. 28, 1958	⁽¹⁾ Sept. 3, 1959	Previous Month July 30, 1959	Previous Year Aug. 28, 1958
Saskatchewan	1,359	1,096	979	5,198	5,808	5,440
Estevan.....	56	44	72	205	237	171
Lloydminster.....	45	38	.....	110	79	.....
Moose Jaw.....	193	154	132	494	561	479
North Battleford.....	38	41	42	281	287	367
Prince Albert.....	67	51	117	626	643	740
Regina.....	314	239	217	1,351	1,591	1,407
Saskatoon.....	369	295	223	1,333	1,360	1,299
Swift Current.....	102	96	62	186	216	218
Weyburn.....	42	36	20	85	122	120
Yorkton.....	133	102	94	527	712	639
Alberta	3,059	2,682	3,079	11,592	12,794	12,816
Blairmore.....	7	11	15	142	192	328
Calgary.....	1,011	928	1,123	3,880	3,857	4,108
Drumheller.....	35	29	43	206	331	207
Edmonton.....	1,475	1,273	1,365	5,533	6,511	6,309
Edson.....	76	43	12	325	331	196
Lethbridge.....	193	140	198	567	618	709
Medicine Hat.....	183	140	173	536	491	485
Red Deer.....	109	118	150	403	463	474
British Columbia	2,366	2,186	2,125	34,650	35,975	47,516
Chilliwack.....	32	43	44	647	744	1,500
Courtenay.....	7	6	3	590	575	1,380
Cranbrook.....	30	52	20	330	342	292
Dawson Creek.....	29	18	51	557	640	495
Duncan.....	20	10	22	676	710	1,417
Kamloops.....	17	22	13	438	485	688
Kelowna.....	16	24	38	444	520	463
Kitimat.....	50	61	16	118	154	224
Mission City.....	19	11	7	556	587	777
Nanaimo.....	29	13	23	741	827	1,867
Nelson.....	37	29	22	369	422	345
New Westminster.....	223	264	189	5,160	5,031	6,341
Penticton.....	47	28	12	429	439	474
Port Alberni.....	18	31	36	711	907	1,191
Prince George.....	85	70	74	1,011	1,024	944
Prince Rupert.....	15	29	23	627	572	531
Princeton.....	14	18	7	128	128	172
Quesnel.....	41	36	.....	349	352	.....
Trail.....	51	49	38	522	608	441
Vancouver.....	1,205	1,082	1,244	16,485	17,004	23,739
Vernon.....	54	18	24	460	539	561
Victoria.....	214	192	192	3,108	3,118	3,510
Whitehorse.....	113	80	27	194	247	164
Canada	35,207	28,552	23,458	268,491	292,492	343,742
Males.....	16,741	14,235	10,012	172,417	185,527	237,319
Females.....	18,466	14,317	13,446	96,074	106,965	106,423

(1) Preliminary subject to revision.
(2) Current vacancies only. Deferred vacancies are excluded.
(3) Figures not available for August 28, 1958 due to change in the local office area.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1954—1959

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Région
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1958 (8 months).....	552,351	357,809	194,542	34,199	127,679	186,316	117,383	86,774
1959 (8 months).....	659,332	441,826	217,506	41,662	155,609	223,723	144,299	94,039

E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,
AUGUST 1959**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit \$
Newfoundland.....	3.0	12,522	257,210
Prince Edward Island.....	0.6	2,531	45,027
Nova Scotia.....	7.2	29,957	565,754
New Brunswick.....	5.7	23,842	457,425
Quebec.....	47.3	198,801	3,937,417
Ontario.....	59.0	247,951	5,089,390
Manitoba.....	4.7	19,799	369,489
Saskatchewan.....	2.9	12,238	229,657
Alberta.....	6.1	25,741	515,247
British Columbia.....	18.2	76,479	1,656,538
Total, Canada, August 1959.....	154.7	649,861	13,123,154
Total, Canada, July 1959.....	164.8	724,975	14,531,393
Total, Canada, August 1958.....	223.2	937,477	19,491,443

**TABLE E-2—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE
FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOW-
ING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, AUGUST 31, 1959**

Province and Sex	Total Claimants	Duration on the Register (weeks)							Percent- age Postal	August 29, 1958 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	209,966								26.5	294,587
Male.....	132,825								28.4	208,738
Female.....	77,141								23.3	85,849
		Not Available								
Excluding T.....	192,743	58,498	24,012	34,401	20,174	15,817	11,300	28,541	25.8	272,362
Prairie M.....	123,566	42,156	17,219	22,359	10,836	8,653	6,249	16,094	27.4	195,290
Provinces F.....	69,177	16,342	6,793	12,042	9,338	7,164	5,051	12,447	23.0	77,072
Newfoundland.....	3,920	986	401	485	399	586	229	834	65.4	6,893
Male.....	3,136	850	334	366	300	503	167	616	69.5	5,999
Female.....	784	136	67	119	99	83	62	218	48.7	894
Prince Edward Island....	729	181	65	180	90	62	36	115	58.2	820
Male.....	434	110	44	119	46	32	18	65	64.7	538
Female.....	295	71	21	61	44	30	18	50	48.5	282
Nova Scotia.....	9,205	2,401	862	1,597	1,118	976	682	1,569	37.2	19,546
Male.....	6,823	1,929	664	1,188	777	708	523	1,034	37.5	16,858
Female.....	2,382	472	198	409	341	268	159	535	36.4	2,688
New Brunswick.....	7,255	1,930	783	1,183	901	734	649	1,075	49.3	9,645
Male.....	5,185	1,513	595	827	568	494	499	689	53.7	7,350
Female.....	2,070	417	188	356	333	240	150	386	38.4	2,295
Quebec.....	61,391	18,815	6,919	9,742	7,152	5,768	4,073	8,922	27.5	86,355
Male.....	37,746	12,973	4,578	5,777	3,894	3,156	2,256	5,112	29.9	59,839
Female.....	23,645	5,842	2,341	3,965	3,258	2,612	1,817	3,810	23.7	26,516
Ontario.....	84,942	26,913	11,603	15,974	7,994	5,626	4,055	12,777	20.0	110,883
Male.....	53,382	19,292	8,718	10,179	3,822	2,656	1,878	6,837	20.1	76,075
Female.....	31,560	7,621	2,885	5,795	4,172	2,970	2,177	5,940	19.9	34,808
Manitoba.....	5,299								22.6	7,967
Male.....	2,522								26.2	4,535
Female.....	2,777								19.4	3,432
Saskatchewan.....	3,606								42.8	4,040
Male.....	1,743								51.7	2,127
Female.....	1,863								34.4	1,913
		Not Available								
Alberta.....	8,318								37.0	10,218
Male.....	4,994								44.3	6,786
Female.....	3,324								25.9	3,432
British Columbia.....	25,301	7,272	3,379	5,240	2,520	2,065	1,576	3,249	23.5	38,220
Male.....	16,860	5,489	2,286	3,903	1,429	1,104	908	1,741	24.3	28,631
Female.....	8,441	1,783	1,093	1,337	1,091	961	668	1,508	21.9	9,589

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
AUGUST, 1959**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,468	935	1,533	2,358	1,866	492	605
Prince Edward Island.....	242	163	79	250	179	71	67
Nova Scotia.....	3,729	2,181	1,548	3,560	2,661	899	920
New Brunswick.....	2,896	1,759	1,137	2,933	2,071	862	739
Quebec.....	28,060	17,009	11,051	29,538	21,808	7,730	6,206
Ontario.....	44,285	26,845	17,440	46,573	36,973	9,600	11,758
Manitoba.....	2,263	1,547	716	2,278	1,593	685	403
Saskatchewan.....	1,495	1,008	487	1,493	1,068	425	339
Alberta.....	4,222	2,446	1,776	4,556	3,500	1,056	971
British Columbia.....	12,779	7,735	5,044	13,240	9,179	4,061	3,285
Total, Canada, August 1959....	102,439	61,628	40,811	106,779	80,898	25,881	25,293
Total, Canada, July 1959.....	122,278	71,642	50,636	118,304	90,159	28,145	29,633
Total, Canada, August 1958....	139,690	74,931	64,759	140,654	111,836	28,818	32,024

* In addition, revised claims received numbered 21,188.

† In addition, 22,002 revised claims were disposed of. Of these, 1,710 were special requests not granted and 1,149 were appeals by claimants. There were 3,457 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1959—July.....	4,024,500	3,798,600	225,900
June.....	3,989,000	3,768,500	220,500
May.....	3,919,000	3,639,600	279,400
April.....	4,134,000	3,523,200	610,800
March.....	4,239,000	3,472,100	766,900
February.....	4,248,000	3,452,000	796,000
January.....	4,257,000	3,471,900	785,100
1958—December.....	4,265,000	3,550,000	715,000
November.....	4,060,000	3,640,800	419,200
October.....	3,987,000	3,663,500	323,500
September.....	4,000,000	3,717,400	282,600
August.....	4,015,000	3,720,400	294,600
July.....	4,024,000	3,723,200	300,800

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1958—October.....	126.0	123.4	139.6	109.9	113.2	131.8
November.....	126.3	123.2	139.8	110.4	121.5	133.1
December.....	126.2	122.2	139.9	110.5	122.0	133.4
1959—January.....	126.1	122.3	140.2	109.2	121.8	133.4
February.....	125.7	121.2	140.2	108.8	122.0	133.4
March.....	125.5	120.0	140.3	109.4	122.3	133.4
April.....	125.4	119.3	140.5	109.6	122.6	133.7
May.....	125.6	118.5	141.0	109.7	122.5	134.9
June.....	125.9	119.1	141.5	109.2	122.5	135.4
July.....	125.9	119.2	141.7	109.7	122.7	130.4
August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2
October.....	128.0	124.2	142.4	110.5	123.4	135.5

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER 1959

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	September 1958	August 1959	September 1959					
(1) St. John's, Nfld.....	112.5	116.0	114.9	112.8	115.0	104.5	109.7	127.1
Halifax.....	123.1	126.4	126.3	116.5	133.7	119.5	129.3	138.1
Saint John.....	125.7	128.1	128.3	121.7	137.4	117.1	124.1	142.2
Montreal.....	126.1	126.9	127.8	127.8	144.7	104.9	119.9	135.9
Ottawa.....	125.7	127.2	127.6	121.4	147.1	112.8	120.9	137.0
Toronto.....	128.7	128.8	129.4	120.9	153.7	113.6	122.8	136.9
Winnipeg.....	123.3	123.4	123.9	118.7	132.4	116.2	119.8	132.2
Saskatoon-Regina.....	123.0	123.5	124.2	122.3	123.9	120.1	125.0	128.0
Edmonton-Calgary.....	121.8	122.8	124.0	119.1	124.6	118.1	126.1	132.1
Vancouver.....	126.0	127.2	128.3	123.2	138.4	113.9	131.4	135.7

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 542, May issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1954-1959

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1954.....	156	174	62,250	1,475,200	0.15
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,881	0.14
*1958.....	251	260	107,497	2,879,120	0.24
*1958: September.....	26	56	48,444	491,280	0.49
October.....	19	48	41,537	857,390	0.85
November.....	28	49	26,898	281,525	0.28
December.....	5	31	18,129	243,105	0.24
*1959: January.....	14	38	13,739	158,730	0.16
February.....	9	29	7,068	123,175	0.12
March.....	16	31	20,973	95,430	0.10
April.....	12	22	8,747	72,340	0.07
May.....	20	32	5,359	60,825	0.06
June.....	30	43	8,432	57,320	0.06
July.....	26	42	41,417	685,505	0.65
August.....	28	47	38,656	667,960	0.63
September.....	15	33	30,076	282,490	0.27

*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS
SEPTEMBER 1959, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	2	25,020	225,120
Fishing.....	—	—	—
Mining.....	1	143	3,000
Manufacturing.....	18	4,323	49,065
Construction.....	7	402	4,550
Transportation, etc.....	—	—	—
Public utilities.....	1	84	250
Trade.....	2	30	155
Service.....	2	74	350
All industries.....	33	30,076	282,490

**TABLE G-3—STRIKES AND LOCKOUTS
SEPTEMBER 1959, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	—	—
Prince Edward Island..	—	—	—
Nova Scotia.....	2	110	355
New Brunswick.....	—	—	—
Quebec.....	8	2,240	19,375
Ontario.....	16	2,393	32,065
Manitoba.....	—	—	—
Saskatchewan.....	1	141	2,960
Alberta.....	—	—	—
British Columbia.....	6	23,192	227,735
Federal.....	—	—	—
All jurisdictions.....	33	30,076	282,490

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
SEPTEMBER 1959**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Septem- ber	Accu- mulated		
LOGGING— Logging and Sawmill Operations, Coastal and Lower Mainland, B.C.	Woodworkers, various locals (AFL-CIO/CLC)	25,000	225,000	1,369,000	July 6 Sept. 14	Wages~Wage increases of 10¢ an hour effective June 15, 1959; 10¢ effective June 15, 1960 plus an additional 10¢ for jour- neymen tradesmen effective June 15, 1959; job evaluation plan to be set up for plywood mills.
MINING— Marmoraton Mining Co., Marmora, Ont.	Steelworkers Loc. 4854 (AFL-CIO/CLC)	143	3,000	9,510	July 15	Wages, fringe benefits~
MANUFACTURING— <i>Food and Beverages</i> — Fry-Cadbury, Montreal, Que.	Bakery Wkrs. Loc. 333 (CLC)	600	12,600	21,300	Aug. 11	Wages, seniority~
<i>Textile Products</i> — Dominion Textile Company, Magog, Que.	Textile Wkrs. (CCCL)	1,500	4,500	4,500	Sept. 28	Wages~
<i>Clothing (Textile and Fur)</i> Cana Day Apparel, Moose Jaw, Sask.	United Garment Wkrs. Loc. 396 (AFL-CIO/CLC)	141	2,960	4,805	Aug. 14	Wages for time and piece workers~
<i>Paper Products</i> — Bathurst Containers, Port Whitby, Ont.	Woodworkers Loc. 2-242 (AFL-CIO/CLC)	175	175	175	Sept. 29 Sept. 29	Wages in transfer to higher paid job~Temp- orary settlement, re- turn of workers.
<i>Iron and Steel Products</i> — John Inglis, Toronto, Ont.	Steelworkers Loc. 2900 (AFL-CIO/CLC)	685	14,385	38,360	July 14	Wages~
American Standard Products, Windsor, Ont.	Auto Wkrs. Loc. 195 (AFL-CIO/CLC)	177	3,715	6,190	Aug. 12	Wages, supplementary unemployment benefits, other changes~
Standard Tube and T.I. Woodstock, Ont.	Auto Wkrs. Loc. 636 (AFL-CIO/CLC)	395	3,950	3,950	Sept. 17	Wages, other issues~
<i>Transportation Equipment</i> — Champion Spark Plug of Canada, Windsor, Ont.	Auto Wkrs. Loc. 195 (AFL-CIO/CLC)	233	930	930	Sept. 10 Sept. 16	Disciplining of two work- men~Return of workers.
<i>Electrical Apparatus and Supplies</i> — Robbins & Myers Co. of Canada, Brantford, Ont.	Auto Wkrs. Loc. 397 (AFL-CIO/CLC)	117	935	9,810	May 21 Sept. 14	Wages~Three year con- tract with increase of 2¢ the first year; 3¢ the second year; 3½¢ the third year. 7% increase for piece workers.
<i>Non-Metallic Mineral Products</i> — Clayburn-Haribson, Abbotsford, Kilgard and Vancouver, B.C.	Brick, Clay Wkrs. Loc. 629 (AFL-CIO/CLC)	102	2,140	3,875	Aug. 13	Wages, vacations~
CONSTRUCTION— Windsor Sheet Metal Contractors, Windsor, Ont.	Sheet Metal Wkrs. Loc. 235, (AFL-CIO/CLC)	125	250	4,400	July 28 Sept. 3	Wages~20¢ an hour in- crease retroactive to Aug. 1, 1959, a further 25¢ spread over the inter- vening period to April 30, 1961.
Electrical Contractors Association, Windsor and Essex County.	Bro. Electrical Wkrs. Loc. 773 (AFL-CIO/CLC)	185	3,885	3,885	Sept. 4	Wages~

Here's **VALUE**

**A 50% Reduction under This Special
GROUP SUBSCRIPTION OFFER**

A 12 MONTHS' SUBSCRIPTION

TO THE

LABOUR GAZETTE

**For
Only**

\$1.00

**Per
Subscription**

FOR GROUPS OF FIVE OR MORE SUBSCRIBERS

Cut the regular price in half by ordering five or more subscriptions at the same time. This offer is designed so that a union local can subscribe for its members, a company for its foremen and personnel officers, a university class for all students in labour relations, labour law, or labour economics.



A list of names and addresses of subscribers must accompany each order

(A form is provided overleaf)



Send remittance by cheque or postal money order, payable to the Receiver General of Canada, to Circulation Manager, LABOUR GAZETTE, Department of Labour, Ottawa.

SPECIAL GROUP SUBSCRIPTION OFFER (5 OR MORE SUBSCRIPTIONS)

Please send the LABOUR GAZETTE to the following persons:

I am enclosing the amount of (\$1.00 per subscription).

(Organization)

(Secretary-Treasurer



THE

LABOUR AZETTE



Published Monthly by the

DEPARTMENT OF LABOUR
CANADA

Vol. LIX

No. 12

DECEMBER 31, 1959

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor

W. S. Drinkwater

Editor, French Edition

Guy de Merlis

Assistant Editor

W. R. Channon

Circulation Manager

J. E. Abbey

Cover Photograph

National Film Board

Vol. LIX, No. 12	CONTENTS	December 31, 1959
Employment Review		1229
Collective Bargaining Review		1242
Notes of Current Interest		1248
New Year Messages		1255
Canada and the First Year of the ILO		1258
Provisions for Income Security in Canadian Manufacturing ..		1261
Professional Manpower Advisory Committee, Fifth Meeting ..		1262
38th Convention, Canadian Catholic Confederation of Labour		1267
3rd Annual Convention, Ontario Federation of Labour		1277
Training for Provincial Department of Labour Personnel		1281
Rehabilitation Nursing Seminars		1282
Minister's Campaign Arouses Interest		1283
Women Workers' Opportunities and Needs		1284
50 Years Ago This Month		1286
International Labour Organization:		
Building, Civil Engineering and Public Works Committee ..		1287
Teamwork in Industry		1290
Industrial Relations:		
Certification Proceedings		1291
Conciliation Proceedings		1301
Labour Law:		
U.S. Labor-Management Reporting and Disclosure Act—II		1305
Legal Decisions Affecting Labour		1313
Recent Regulations under Provincial Legislation		1321
Unemployment Insurance:		
Monthly Report on Operation		1323
Decision of the Umpire		1324
Labour Conditions in Federal Government Contracts		1329
Prices and the Cost of Living		1334
Publications Recently Received in Department's Library		1336
Labour Statistics		1339

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Current Situation

Between October and November employment fell seasonally by an estimated 102,000 to 5,951,000. Male workers accounted for virtually all of the decrease, and 60 per cent of it was in agriculture. Total employment was still about 3 per cent higher than last year, all regions and both sexes sharing in the greater volume of job opportunities.

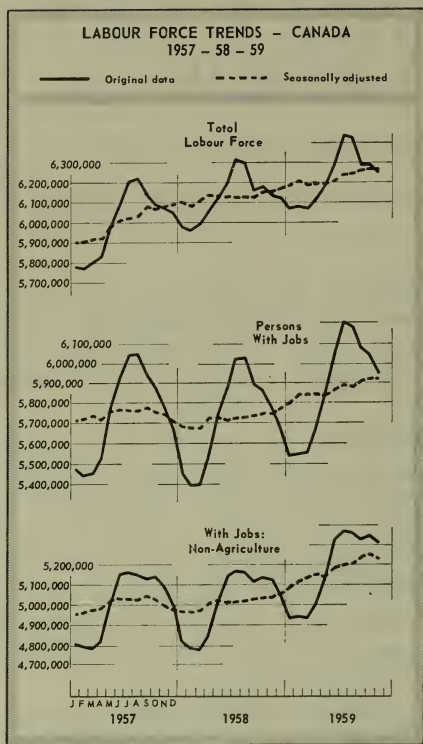
The seasonal downturn in non-farm industries was accentuated by steel shortages and a severe and early winter, with the result that non-farm employment decreased by 41,000, about double the normal amount. The effect of steel shortages was largely confined to Ontario. A lack of component parts resulted in the layoff of more than 15,000 workers during October and the first half of November, and a further 5,000 or more in the last half of the month. These layoffs occurred mainly in the motor vehicle manufacturing centres of Ontario. In the western provinces, early November storms accelerated the seasonal decline in activity, particularly in construction.

Apart from these unusual developments, output and employment generally compared favourably with last year. In manufacturing employment, the margin over the year was still 3 per cent, more than enough to offset losses incurred during the recession. Current figures on industrial distribution are not yet available, but data for the third quarter indicate some gains in almost all industry groups. Iron and steel products were up 13 per cent and there were gains of more than 5 per cent in rubber products, motor vehicles and parts, non-ferrous metal products and non-metallic mineral products.

The list of persistently weak industries has become shorter since mid-summer. In addition to motor vehicles and all of the iron and steel product groups, industries in which employment has taken a definite upturn in recent months include aluminum, rubber, and pulp and paper. After a sharp drop last spring, aircraft manufacturing has shown a further moderate decline; shipbuilding, railway rolling stock, and heavy electrical apparatus have also shown little improvement.

The continued expansion of trade and services has been a major factor in the improved employment picture over the year. These industries along with manufacturing account for almost all of the increase in employment over the year and trade and services alone were almost entirely responsible for the rise over pre-recession levels.

During the period from July to October, construction employment was well ahead of last year, partly as a result of the stimulus provided by the mortgage lending program of CMHC. Between mid-October and mid-November, however, employment in the industry decreased much more than it did in the same period of the last five years, with the result that the year-to-year gain of previous months was almost eliminated. Reports and statistics of the



National Employment Service indicate that this sharp decline continued during the last half of the month. In most areas a decline in residential construction was given as a primary cause for the heavy layoffs in this industry.

The layoffs in construction and manufacturing during November were partly reflected in the mid-month unemployment estimates. At that time the number without jobs and seeking work was estimated to be 296,000. This represented 4.7 per cent of the labour force compared with 3.8 per cent in October and 5.9 per cent in November of last year. There were in addition some 21,000 on temporary layoff, an increase of 7,000 from the previous month. The number of workers on short time (49,000) was not appreciably different from either last month or last year.

All of the additional job seekers in November were men, and two thirds of them came from the manufacturing and construction industries. About half of the increase was in Ontario; in this region

and in the western provinces the job-seeker total, which had been substantially below a year earlier, was, in November, at about the same level.

The number of job seekers was not only less than last year, but job seekers had been out of work for shorter periods. On average, job seekers had been looking for work for three months in November, compared with three and a half months last year. An estimated 129,000 persons or 44 per cent of the total had been seeking work for less than one month; last year at the same time 120,000 persons or 33 per cent of the total had been seeking work for less than one month. This year 35 per cent had been seeking work for one to three months, and 21 per cent for four months or more. The comparable figures for November 1958 were 40 per cent and 27 per cent.

The Local Employment Picture, 1959

Local labour markets reflected, in varying degrees, the general employment upturn in 1959. In all but five industrial centres for which data are available, employment was higher than last year, and in about half it had fully recovered to pre-recession levels. In all of these areas job vacancies at National Employment Service offices were more numerous than last year, and unemployment was substantially down. Smaller areas generally reported an improvement over 1958 although some deterioration was evident in November.

The greater degree of balance over 1958 between the demand for labour and the available supply is shown in the table on page 1235. At the end of November there were 11 fewer areas with a substantial surplus of labour than a year earlier. As might be expected, the larger, predominantly industrial centres have fared better than the smaller and largely agricultural areas.

What was true for November was also generally true for the year as a whole (see table below). This year, 74 of the 110 areas were classified in the balanced labour demand-supply category for four months or more, a gain of 35 from the previous year and the same number as in 1957. The number with heavy unemployment for five months or more fell to 30 areas from 50 in the previous year. In considering these tabulations, it should be kept in mind that it is customary for many of the smaller areas, where seasonal industries predominate, to have high rates of unemployment for about half of the year. Most of the more industrialized areas (see table) experienced substantial labour surpluses for shorter periods, although there was considerable variation from area to area in both 1958 and 1959.

39 Labour Market Areas with Number of Months¹ in Each Category, 1958 and 1959

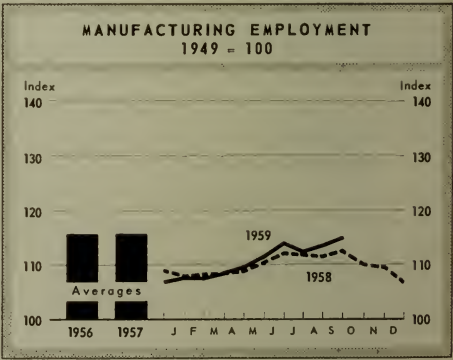
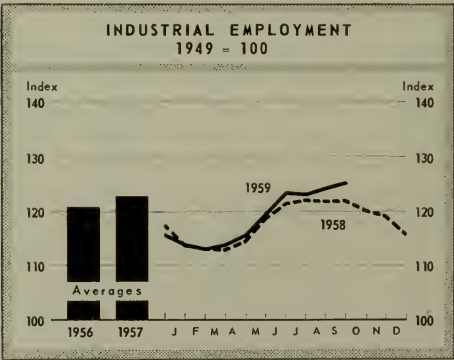
	Substantial Surplus		Moderate Surplus		Balance	
	1959	1958	1959	1958	1959	1958
St. John's	5	7	3	3	3	1
Corner Brook	5	8	3	3	3	0
Sydney	5	5	2	6	4	0
New Glasgow	4	8	7	3	0	0
Halifax	0	0	7	7	4	4
Moncton	4	6	3	5	4	0
Saint John	0	3	8	8	3	0
Lac St. Jean	5	6	6	5	0	6
Quebec-Levis	5	5	4	6	2	0
Sherbrooke	4	5	7	6	0	0
Farnham-Granby	4	4	2	7	5	0
Shawinigan	5	7	6	4	0	0
Trois Rivières	4	6	6	5	1	0
Joliette	5	7	5	4	1	0
Montreal	2	4	3	7	6	0
Cornwall	5	9	6	2	0	0
Ottawa-Hull	0	0	4	4	7	7
Kingston	0	0	6	5	5	6
Peterborough	4	6	6	5	1	0
Oshawa	2	4	8	7	1	0
Toronto	0	3	5	3	6	5
Hamilton	3	4	3	7	5	0
Niagara Peninsula	3	4	5	7	3	0
Brantford	0	3	9	8	2	0
Guelph	0	3	4	3	7	5
Kitchener	0	0	2	4	9	7
Rouyn-Val d'Or	5	7	6	4	0	0
Sudbury	2	3	3	8	6	0
Timmins-Kirkland Lake	4	4	3	4	4	3
London	0	0	4	6	7	5
Sarnia	3	3	4	8	4	0
Windsor	7	10	4	1	0	0
Sault Ste. Marie	3	3	2	8	6	0
Fort William-Port Arthur	4	6	3	5	4	0
Winnipeg	3	4	2	3	6	4
Edmonton	4	4	2	3	5	4
Calgary	0	4	6	2	5	5
Vancouver-New Westminster	3	7	8	4	0	0
Victoria	0	0	11	11	0	0

(1) First eleven months.

Of the 38 major urban areas for which employment indexes are published by DBS, only five failed to show higher levels of employment in September 1959 than in the previous year. The recovery rates were well above the national average in Edmonton, Quebec, Calgary, Kitchener, Saint John, Hamilton, St. John's, and Sudbury, with increases ranging from 6.4 per cent to 22.4 per cent. A strike at the International Nickel Company was largely responsible for the low level of reported employment in the Sudbury area in September 1958. The improvement in the employment situation in the Hamilton area resulted from stepped-up activity in the steel industry, which has been producing at capacity through most of the year; the 12-per-cent rise in total industrial employment in this area was more than enough to recoup the losses of 1958. In St. John's, Nfld., and Saint John, N.B., increased construction activity was the dominant reason for the rapid rates of expansion. The improvement in the local employment situation in the Quebec City area was fairly widespread, all major industries sharing in the employment expansion; manufacturing employment showed a marked increase, partly because a strike was in progress at the shipyards last year. An employment advance of more than 7 per cent occurred in the Trois Rivières area, bringing the total above the pre-recession peak. Most of the improvement occurred in manufacturing, which had declined fairly sharply during the recession.

Employment gains ranging from 2.9 per cent to 5.9 per cent occurred in London, Sherbrooke, Brantford, Winnipeg, Peterborough, Oshawa, Sarnia, Shawinigan Falls, and Guelph. All of these labour market areas registered production and employment increases in manufacturing. Employment in the manufacture of motor vehicles and iron and steel products made a particularly strong recovery in some areas in Ontario.

Employment expanded at rates that were slightly lower than the national average in Halifax, Montreal, Ottawa-Hull, Moncton, Toronto, Vancouver and Victoria. Only three labour market areas registered employment declines over the year. Niagara Falls registered a fairly sharp employment decline in the construction and canning industries; Fort William-Port Arthur was affected by layoffs at the shipyards and bus plant; and Kingston experienced a number of small layoffs in certain parts of manufacturing. Employment in Niagara Falls was sharply lower than in 1957, a time when construction of the Hydro Electric Power project contributed towards a very high level of construction employment. In Sydney, N.S., and Timmins, Ont., the employment indexes in September were the same as the year before, but there have since been clear indications of an improvement.



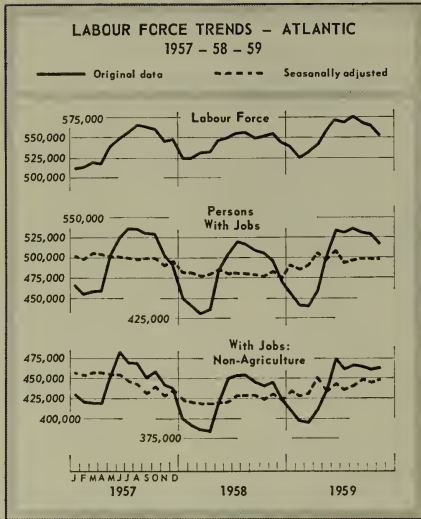
CLASSIFICATION OF LABOUR MARKET AREAS—NOVEMBER 1959

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	WINDSOR ←	CALGARY ← EDMONTON ← HALIFAX ← HAMILTON ← QUEBEC-LEVIS ← ST. JOHN'S ← Vancouver-New Westminster ←	Montreal Ottawa-Hull Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	JOLIETTE ← OSHAWA ←	Brantford Cornwall CORNER-BROOK ← FARNHAM-GRANBY ← FORT WILLIAM- PORT ARTHUR ← KINGSTON ← Lac St. Jean MONCTON ← New Glasgow NIAGARA PENINSULA ← Peterborough Rouyn-Val d'Or SAINT JOHN ← SARNIA ← Shawinigan Sherbrooke TIMMINS- KIRKLAND LAKE ← Trois Rivières Victoria	Guelph Kitchener London Sudbury Sydney	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Barrie CHATHAM ← CHARLOTTETOWN ← LETHBRIDGE ← PRINCE ALBERT ← RED DEER ← RIVIERE DU LOUP ← SASKATOON ← Thetford-Megantic- St. Georges YORKTON ←	Brandon Moose Jaw North Battleford Regina	
MINOR AREAS (labour force 10,000-25,000)	DAUPHIN ← PORTAGE LA PRAIRIE ← PRINCE GEORGE ← QUESNEL ← ST. STEPHEN ←	BATHURST ← BEAUHARNOIS ← BELLEVILLE- TRENTON ← BRACEBRIDGE ← Brampton Bridgewater CAMPBELLTON ← CHILLIWACK ← CRANBROOK ← DAWSON CREEK ← DRUMMONDVILLE ← FREDERICTON ← GASPE ← GODERICH ← KAMLOOPS ← KENTVILLE ← LINDSAY ← MONTMAGNY Newcastle NORTH BAY ← Okanagan Valley OWEN SOUND ← PEMBROKE ← Prince Rupert QUEBEC NORTH SHORE ← Rimouski Ste Agathe-St. Jerome St. Hyacinthe St. Jean ST. THOMAS ← SIMCOE ← Sorel SUMMERSIDE ← TRAIL-NELSON ← TRURO Valleyfield Victoriaville WEYBURN WOODSTOCK YARMOUTH ←	Central Vancouver Island Drumheller Edmundston Galt Grand Falls Kitimat Lachute- Ste Therese Listowel Medicine Hat Sault Ste Marie Stratford Swift Current Walkerton Woodstock- Tillsonburg	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see inside back cover, November issue.

Employment Situation in Local Areas

ATLANTIC



Employment in the Atlantic region was estimated at 514,000 in mid-November, some 16,000 lower than in the previous month but 19,000 higher than a year ago. Most of the employment decline between mid-October and mid-November can be attributed to seasonal curtailment of farm operations. Non-farm employment changed very little over the month but seasonal layoffs were becoming fairly widespread towards the end of November as construction, logging and fishing slackened in most parts of the region. Apart from the Halifax shipyards, which released 225 workers during the month, there were no heavy layoffs of a non-seasonal character in manufacturing.

The general economic picture appeared to be brighter than in November of last year. Among the leading industries reporting year-to-year employment gains, the trade and service industries showed the most noticeable advances. In manufacturing, pulp and paper mills and iron and steel plants were more active than a year ago but shipyard activity declined over the year.

The increase in unemployment during the month was fairly widespread. Of the 21 areas in the region, 15 were reclassified to categories denoting higher unemployment. At the end of November the area classification was as follows (last year's figures in brackets): in substantial surplus, 1 (6); in moderate surplus, 17 (15); in balance, 3 (0).

Local Area Developments

Halifax (metropolitan) was reclassified from Group 3 to Group 2. Manufacturing employment was about 9 per cent lower than a year ago: further layoffs occurred at the Halifax shipyards during the month, reducing shipyard employment to the lowest level in several years, and the local pulp mill has not reopened since the end of October, when 85 workers were laid off. The manufacturing decline was more than offset, however, by advances in other industries. Construction, and house-building in particular, was a major source of strength in 1959. There were 20 per cent more housing starts during the first nine months of the year than in the same period the previous year.

St. John's (metropolitan) was reclassified from Group 3 to Group 2. A seasonal slowdown in construction activity resulted in a moderate rise in unemployment. Construction employment was still much higher than a year ago but the improvement was not expected to be maintained throughout the winter season as many larger projects were nearing completion. Manufacturing and trade continued to show more strength than last year.

CURRENT MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	November 1959	November 1958	November 1959	November 1958	November 1959	November 1958
Metropolitan.....	1	3	7	7	4	2
Major Industrial.....	2	7	19	17	5	2
Major Agricultural.....	—	—	10	10	4	4
Minor.....	4	8	40	34	14	16
Total.....	7	18	76	68	27	24

Corner Brook (major industrial) was reclassified from Group 3 to Group 2. Pulpwood logging and construction declined seasonally during the month.

Moncton (major industrial) was reclassified from Group 3 to Group 2. The increase in unemployment was about normal for this time of year. Employment conditions in the area showed some improvement over a year ago as a result of increased activity in construction and forestry and a slightly higher manufacturing level, except in textiles and wood products.

Saint John (major industrial) was reclassified from Group 3 to Group 2. Industrial employment this fall was almost 10 per cent higher than a year earlier, with increases in all major industries and particularly in construction, where employment was one third higher than last year. Unemployment in November was about one fifth lower than in November 1958; the increase this month was just sufficient to reach the moderate surplus classification.

Charlottetown, Summerside, Kentville, Truro, Yarmouth, Bathurst, Campbellton, Fredericton and Woodstock (major agricultural and minor) were reclassified from Group 3 to Group 2.

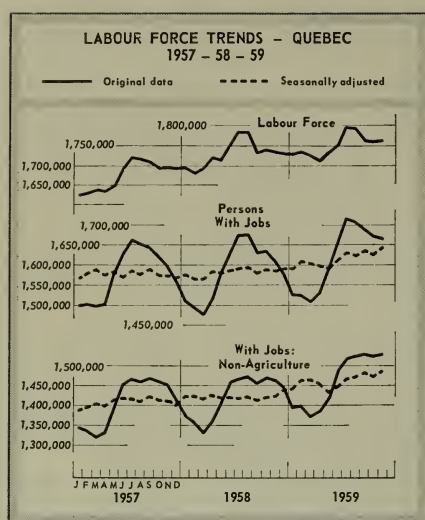
St. Stephen (minor) was reclassified from Group 2 to Group 1.

QUEBEC

The seasonal employment decline in the Quebec region between October and November was not only less than in any other region of Canada but was markedly less than in the corresponding period of the past two years. In November, the number of persons with jobs was estimated at 1,665,000, some 8,000 fewer than in October but 60,000 more than a year earlier. The number of women with jobs increased slightly more than the 1953-58 average for this month, while among male workers the decline in jobs was about 20 per cent less than the average.

Completion of farm operations accounted for the seasonal decline. A partially offsetting increase occurred in non-agricultural employment, with most industrial components contributing to this rise.

Pulpwood logging reached a peak during the month and employment was higher than a year earlier; lumber production was also up over the year. In the mining industry seasonal declines continued, but here also employment levels were above those of 1958. Employment in the trade, finance and service industries continued well above the previous year's level.



In manufacturing, employment was markedly higher than last year in most areas. One exception was the tobacco industry, where employment has been reduced by the introduction of labour-saving devices. The strike at the Dominion Textile plant at Magog resulted in several layoffs, the biggest of which occurred at Sherbrooke, where some 350 workers were affected. There were seasonal staff reductions in the clothing industry, which has enjoyed a fairly busy season. Employment in the construction industry held up fairly well for the time of year in spite of the termination of some road-building projects.

Unemployment rose moderately in the region and eight labour market areas

were reclassified to the labour surplus category during the month. At the end of November the classification of 24 areas in the region was as follows (last year's figures in brackets): in substantial surplus, 1 (5); in moderate surplus, 21 (17); in balance, 2 (2).

Local Area Developments

Montreal (metropolitan) remained in Group 3. Industrial employment this fall was some 2½ per cent higher than a year ago and only fractionally below the level of 1957. Higher production levels were reached in the clothing industry and in iron and steel. The railway rolling stock industry has recovered sharply during the year, mainly reflecting renewed production at Canadian Car Company Limited. In the construction industry, employment this fall was higher than in either 1958 or 1957. The number of houses under construction at the end of October was close to last year's figure, although the number of housing starts in the month fell considerably.

Quebec (metropolitan) was reclassified from Group 3 to Group 2. This autumn manufacturing employment in this area showed an advance of some 3 per cent over last year, with gains in wood products industries. Employment in the leather industry was close to the previous year's level but secondary textile plants were less active than a year earlier. The biggest improvement in industrial employment occurred in the trade sector, where employment was 4.5 per cent higher than last year's corresponding figure. In November, seasonal staff reductions, especially in the leather and construction industries, were mainly responsible for the reclassification of the area.

Sorel (minor) remained in Group 2. Employment conditions were markedly better than a year earlier; the number of NES registrations in November showed a decrease of some 55 per cent. An unusually active year for both residential and non-residential construction was one of the contributing factors; another was a general strengthening in manufacturing, especially in shipbuilding and in the resumption of operations at the Quebec Iron and Titanium Company.

ONTARIO

Employment declined and unemployment rose more than seasonally in Ontario between October and November. In this period, the number of persons with jobs fell by 30,000 to an estimated 2,212,000, a greater drop than in the past two years. About 40 per cent of this decline was in farming employment. Total employment was close to 3 per cent higher than a year earlier.

Layoffs due to shortages of steel were partly responsible for the sharp employment decline during November. More than 12,000 workers were laid off temporarily during October for this reason, and at least 3,000 more were released in the first half of November. Almost all of these were in the automobile and

parts industries in Oshawa, St. Catharines and Windsor. Steel shortages had relatively little effect on production in other industries. It was generally expected that most automobile workers would be back at work before Christmas.

Apart from the temporary delay in motor vehicle production, buoyant levels of output and employment have prevailed in southern Ontario. At last report employment was higher than last year in all ten areas for which data are tabulated, and higher than in 1957 in all but two areas—St. Catharines and Windsor. Employment in the manufacture of motor vehicles and iron and steel products showed particularly strong recovery. Slackness persisted in the heavy electrical machinery, railway rolling stock and shipbuilding industries.

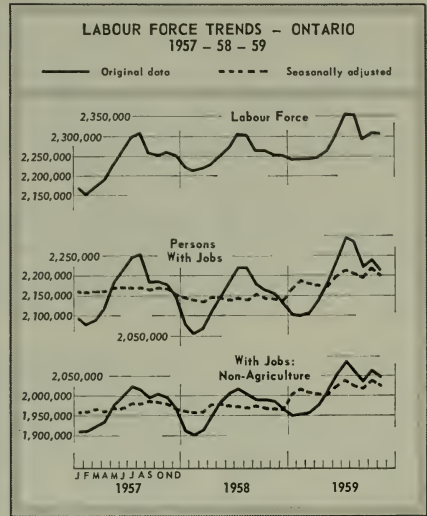
In northern Ontario employment levels were also reported to be greatly improved over last year; pulp cutting programs were much larger than those of last season and most other industries were operating at high levels.

Layoffs of construction workers were fairly heavy, particularly in the last half of the month. In a few areas these layoffs were attributed mainly to shortages of steel; other localities reported a sharp drop in residential construction because of a shortage of mortgage money.

The regional unemployment level, which had been substantially lower than the previous year, was almost as high in November as a year earlier. Half of the 34 areas in the region were reclassified during the month to categories denoting increased unemployment. The classification of all areas at the end of November was as follows (last year's figures in brackets): in substantial surplus, 2 (3); in moderate surplus, 20 (19); in balance, 12 (12).

Local Area Developments

Toronto (metropolitan) remained in Group 3. Employment was slightly higher this fall than a year earlier in spite of the heavy losses in aircraft manufacturing. During November there were sharp cutbacks by some residential construction



contractors and layoffs in the manufacture of agricultural implements; these contributed to a somewhat larger-than-usual increase in unemployment.

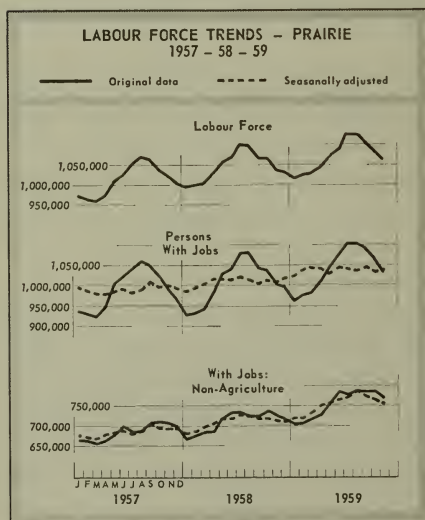
Windsor (metropolitan) was reclassified from Group 2 to Group 1. Until November, employment in this area was higher than last year but still down 7 per cent from two years ago. During November a shortage of automobile components resulted in the layoff of some 5,400 workers. This number would have been much larger but for the fact that the Ford plant had enough steel to operate with only a moderate slowdown. House-building activity was reduced sharply owing to a shortage of mortgage money. Registrations at NES offices in the area at the end of the month were about 9 per cent higher than last year.

Hamilton (metropolitan) was reclassified from Group 3 to Group 2. Unemployment in this area was still considerably lower than last year. Seasonal layoffs during the month were accentuated by temporary and indefinite layoffs in railway rolling stock, motor vehicles and textiles.

Oshawa (major industrial) was reclassified from Group 2 to Group 1. More than 10,000 workers were still on temporary layoff in the area. Most of these were scheduled to return to work in mid-December. Shortages of skilled metal tradesmen and engineers continued in the area, and additional demands were expected when automobile production resumes.

Fourteen other labour market areas in the region were reclassified from the balance category (Group 3) to the moderate labour surplus category (Group 2).

PRAIRIE



The seasonal decline in employment continued in the Prairie region, where the number with jobs was estimated to total 1,032,000 in November. This was 31,000 higher than a year earlier. The decline of 33,000 from October was divided almost equally between agriculture and non-agricultural industries. The decline in farm jobs was smaller than usual, due partly to some sporadic harvesting that took place in scattered parts of the region.

Non-farm employment declined somewhat more than seasonally with the change distributed among most industries. Construction, which recorded the largest change, was hampered by a period of extremely severe weather at the middle

of the month. Housing starts showed a sharp drop in October from the very high year-earlier level, especially in the western part of the region. In centres of 5,000 and over, the number of units under construction at the end of the month varied from 35 per cent higher than a year earlier in Manitoba to 5

per cent lower in Alberta. For the first ten months of 1959 housing starts in Saskatchewan and Manitoba were about 10 per cent higher than in the corresponding period of 1958; but in Alberta, about 15 per cent lower.

Employment in forestry and transportation dropped in November, although the change in forestry was not as large as the year before. Railway track maintenance crews were reduced and registrations of truck, taxi, and tractor drivers at the National Employment Service offices in the larger centres were about double the month-earlier total.

Unemployment increased during the month throughout the region, affecting the classification of twelve labour market areas. The classification of the 20 areas at the end of November was as follows (last year's figures in brackets): in substantial surplus, 2 (1); in moderate surplus, 10 (11); in balance, 8 (8).

Local Area Developments

Calgary and Edmonton (metropolitan) were reclassified from Group 3 to Group 2 as a result of continuing seasonal declines, chiefly in construction and related industries producing cement, concrete blocks, sashes and doors, and other building supplies.

Winnipeg (metropolitan) remained in Group 3. Manufacturing employment held fairly steady during the month as between-season layoffs in clothing manufacture and weakness in structural steel fabrication plants were largely offset by high levels of activity in meat packing and farm machinery manufacturing. Construction employment declined seasonally but residential construction held up fairly well, moderating the change.

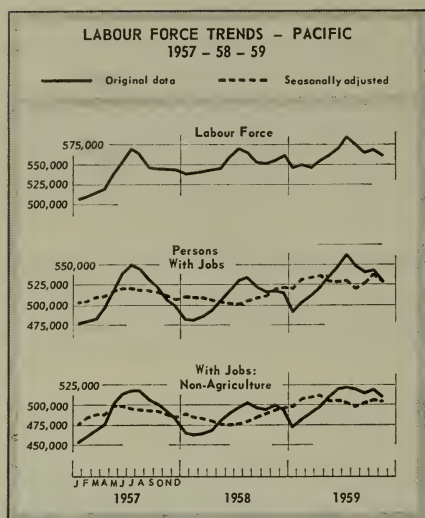
Fort William-Port Arthur (major industrial) was reclassified from Group 3 to Group 2 due to seasonal layoffs in most industries. Drying of damp grain from the prairies provided work for about 150 men.

Prince Albert, Saskatoon, Yorkton, Lethbridge, Red Deer (major agricultural), **Weyburn and Dawson Creek** (minor) were reclassified from Group 3 to Group 2; **Dauphin** (minor) was reclassified from Group 3 to Group 1; and **Portage La Prairie** (minor) was reclassified from Group 2 to Group 1. In these areas the usual seasonal influences were accentuated by a spell of very severe weather at mid-month, depressing employment levels in nearly all industries and particularly in agriculture and construction. The same seasonal factors increased employment in coal mining. At Lethbridge layoffs occurred as canning factories processing irrigation crops completed their production schedules. At Saskatoon, a layoff involving more than 200 men occurred when the potash mine east of the city discontinued operations for an indeterminate period, to permit reinforcement of the shaft wall.

PACIFIC

Employment went down more than seasonally in British Columbia, non-agricultural industries accounting for most of the change. In November estimated employment totalled 528,000, down by 15,000 from October but 10,000 higher than a year earlier. Some contraction occurred in the farm work force as the relatively inactive winter period began.

Generally high levels of employment continued in forestry. Output of pulp and paper remained at the high levels of the past summer, and production rates for paperboard and other pulpwood products also were favourable. Lumber-



ing and sawmilling on the coast and on Vancouver Island was steady but in both the northern and southern interior areas, continued wet weather softened logging roads, resulting in interrupted operations in some mills. Improved road conditions and renewed supplies of logs enabled mills in some areas to resume production at the end of the month. Some weakening in both prices and demand for lumber and shingles was evident, but as yet few mills showed any effect of this.

Construction activity contracted during the month due to seasonal factors and to lower levels of house-building. Housing starts in the first 10 months of this year in centres of 5,000 and over were down 20 per cent from the same

period of 1958, and for October the year-to-year decline amounted to about 40 per cent. Units under construction at October 31 were down 23 per cent from a year earlier. As a result of the change in housebuilding some uncertainty developed in laminating plants, sash and door factories and other suppliers for the industry.

In other industries, shipyards laid off more men and a number of fish, fruit, and vegetable processors completed seasonal production and released staff. Oil drilling, on the other hand, was at double the year-earlier levels and 14 per cent higher than a month earlier, and aluminum production at Kitimat was again stepped up during the month.

Five areas were reclassified during the month as unemployment rose in all 11 of the labour market areas. At the end of November the classification was as follows (last year's figures in brackets): in substantial surplus, 1 (3); in moderate surplus, 8 (6); in balance, 2 (2).

Local Area Developments

Vancouver-New Westminster (metropolitan) and **Victoria** (major industrial) remained in Group 2. Seasonal declines, shared by almost all industries, contributed to a 23-per-cent rise over the month in registrations for employment at the local offices of the National Employment Service. The most noticeable weaknesses were in shipyards and in construction, the decline in the latter being attributable mainly to weakness in house-building. Increased shipments of lumber improved waterfront activity over the month, and lumber truckers were also busy. Other transportation slackened seasonally.

Chilliwack, Cranbrook, Kamloops and Trail-Nelson (minor) were reclassified from Group 3 to Group 2. Employment declined in fish, fruit and vegetable canneries, in packing plants, and on construction sites. Heavy snowfalls at mid-month curtailed logging and some sawmills reduced operations.

Prince George-Quesnel (minor) was reclassified from Group 2 to Group 1. Logging and sawmilling were slowed by weather conditions but some men were able to go back to work late in the month when the ground was hardened by frost.

Current Labour Statistics

(Latest available statistics as of November 14, 1959)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Nov. 14	6,247,000	- 0.7	+ 1.8
Persons with jobs.....	Nov. 14	5,951,000	- 1.7	+ 3.1
Agriculture.....	Nov. 14	637,000	- 8.7	- 2.3
Non-Agriculture.....	Nov. 14	5,314,000	- 0.8	+ 3.8
Paid Workers.....	Nov. 14	4,842,000	- 1.6	+ 3.8
Usually work 35 hours or more.....	Nov. 14	5,544,000	- 1.7	+ 2.3
At work 35 hours or more.....	Nov. 14	4,496,000(c)	+23.9(d)	+ 3.0(c)
At work less than 35 hours, or not at work due to short time and turnover..	Nov. 14	72,000	+ 7.5	- 7.7
for other reasons.....	Nov. 14	955,000(c)	-50.6(d)	- 0.3(c)
Not at work due to temporary layoff....	Nov. 14	21,000	+50.0	+ 16.7
Usually work less than 35 hours.....	Nov. 14	407,000	- 1.2	+ 14.3
Without jobs and seeking work.....	Nov. 14	296,000	+24.9	- 18.0
Registered for work, NES (b)				
Atlantic.....	Nov. 12	35,000	+33.6	- 16.7
Quebec.....	Nov. 12	100,400	+26.6	- 17.4
Ontario.....	Nov. 12	124,500	+29.1	- 6.9
Prairie.....	Nov. 12	48,700	+52.7	- 5.8
Pacific.....	Nov. 12	47,000	+27.4	- 6.0
Total, all regions.....	Nov. 12	355,600	+31.4	- 10.9
Claimants for Unemployment Insurance benefit.....	Oct. 31	250,583	+24.3	- 22.5
Amount of benefit payments.....	October	\$13,765,753	+02.9	- 32.1
Industrial employment (1949 = 100).....	September	125.3	+ 0.9	+ 2.8
Manufacturing employment (1949 = 100).....	September	115.2	+ 1.5	+ 2.5
Immigration.....	1st 9mos./59	85,355	—	- 14.8
Destined to the labour force.....	1st 9mos./59	43,943	—	- 16.2
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	November	18	-37.9	- 63.3
No. of workers involved.....	November	4,392	-38.2	- 83.7
Duration in man days.....	November	59,741	-10.9	- 78.8
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	September	\$74.36	+ 1.3	+ 5.0
Average hourly earnings (mfg.).....	September	\$1.72	+ 1.2	+ 4.9
Average hours worked per week (mfg.).....	September	41.2	+ 0.5	+ 1.2
Average weekly earnings (mfg.).....	September	\$71.14	+ 2.3	+ 6.3
Consumer price index (av. 1949 = 100).....	September	128.3	+ 0.2	+ 1.6
Real weekly earnings (mfg. av. 1949 = 100).....	September	134.1	+ 1.7	+ 5.1
Total labour income.....\$000,000	September	1,552	+ 2.1	+ 8.2
<i>Industrial Production</i>				
Total (average 1949 = 100).....	October	175.1	+ 2.3	+ 11.8
Manufacturing.....	October	157.6	+ 2.6	+ 10.1
Durables.....	October	157.2	+ 5.6	+ 16.5
Non-Durables.....	October	157.9	+ 0.2	+ 05.1

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, November issue.

(b) See inside back cover, November issue.

(c) An unusually large number worked less than 35 hours as Remembrance Day came in the survey week.

(d) An unusually large number worked less than 35 hours as Thanksgiving Day came in the survey week.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

More than 80 major collective agreements, affecting more than 219,500 workers, were in negotiation in Canada during November. A further 16 agreements affecting 14,500 employees were settled during the month. Strike activity was limited to two major work stoppages, at Dominion Textiles Company in Magog, and in the construction industry in the Hamilton area. At Hamilton close to 1,000 carpenters went on strike, resulting in the layoff of a large number of workers in other trades.

More than 122,000 railway employees constituted the largest group of workers affected by collective bargaining during November. The talks between the **major railways** in Canada and the **15 non-operating unions** were the most significant negotiations in progress, covering more than 115,000 workers. In their submission to the railways, the 15 unions asked for a two-year contract and 25 cents an hour, consisting of a 7-per-cent increase plus 12½ cents an hour. The unions maintained that a wage increase of this magnitude was necessary to bring their incomes up to the level received in the durable goods industry. Other demands included the extension of pay for statutory holidays to the seasonal, extra gang, maintenance-of-way employees; a change in vacation rules to provide 15 days holiday after 10 years of service and 20 days after 20 years, instead of 3 weeks after 15 years and 4 weeks after 35 years as presently allowed; and that any increases in the cost of the health welfare plan be shared equally by the railways and the employees.

Although an agreement had not been signed at the time of writing, both the **Brotherhood of Railway Trainmen** and the **CPR (Prairie and Pacific regions)** had indicated general acceptance of a recent conciliation board report. Signing of the agreement would give 3,600 trainmen, conductors and yardmen engaged in the railway's operations in the Pacific and Prairie regions a total wage increase of 10 per cent over a 3-year period. The increase would consist of 2.3 per cent retroactive to June 1, 1958; 3 per cent retroactive to February 1, 1959 and a further 3 per cent retroactive to September 1, 1959, with a final increase of 1.5 per cent on June 1, 1960. It was further recommended that all retroactive payments be made within three months of signing the contract. These terms, which are identical with the wage increases agreed upon between the Brotherhood and the railway's eastern lines (see *LABOUR GAZETTE*, October, p. 1008 for further details of this agreement) will provide a 10-per-cent increase for some 6,000 employees of the CPR's Eastern, Prairie and Pacific regions.

The signing of a new agreement, some six months prior to the expiration date of the existing one, was the result of negotiations with one company in the **pulp and paper industry** of Ontario and Quebec, where most agreements are due to expire on April 30, 1960. The Canadian International Paper Company signed an agreement with the six unions representing 6,000 employees located in their mills at Three Rivers, Gatineau, Timiskaming and La Tuque in the province of Quebec, Hawkesbury in Ontario and Dalhousie in New Brunswick. Last June the unions invoked a wage reopener clause in their two-year agreements but all of the companies refused to consider any increases

at that time. Later, however, CIP agreed to enter into discussions for a new contract with the proviso that should these talks fail the existing agreement would remain in force until its termination date.

After four days of bargaining, from November 11 to November 14, the parties reached agreement on a wage increase totalling 15 cents an hour on the base rate. This rate was increased in three stages: 7 cents an hour retroactive to November 1, 1959; 4 cents an hour effective May 1, 1960 and a final 4 cents on November 1, 1960. The base rate of \$1.78 an hour will increase to \$1.93 an hour when the full boost becomes effective. In addition to the wage increases, the eligible period for 3 weeks vacation was reduced from 15 years of service to 10 years. Effective January 1, 1960, an additional floating holiday will be allowed, making a total of four statutory holidays and three floating holidays. A new term provides that effective May 1, 1960, employees will be allowed three days of funeral leave in the event of a death in their immediate family. The unions affected by the contract are: the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, the United Papermakers and Paper Workers, the International Association of Machinists, the International Brotherhood of Electrical Workers, the International Union of Operating Engineers, and the United Association of Plumbers and Steamfitters.

Negotiations on reopener clauses culminated in wage increases for employees of two major bargaining units affecting approximately 1,700 members of the **International Chemical Workers' Union**. The union and **Canadian Kodak** had a collective agreement that provided increases ranging from 6 to 10 cents an hour in November 1958, plus a provision for reopening wage negotiations in November 1959. Discussions took place on November 7, and resulted in increases for approximately 900 employees amounting to 6 to 11 cents an hour, depending on the classification.

The same union, representing more than 800 employees of **Quebec Natural Gas**, ended approximately eleven months of negotiations on a wage reopener clause in their agreement. The dispute went before an arbitration board, which awarded a general wage increase of 4½ cents an hour retroactive to January 2, 1959. As a public utility, the company is governed by the Public Services Employees Disputes Act and therefore the decision of the board was binding on both parties. The settlement coincided with the expiration date of the existing agreement, making it necessary for the negotiators to resume bargaining, this time for a new contract.

Some progress was made during the month in the negotiations affecting more than 10,000 Quebec textile workers. On November 30, **Canadian Celanese** signed its first agreement with the newly certified **Textile Workers Union of America**, providing for an increase of 10 cents an hour in a two-year contract. In Valleyfield, **Dominion Textile Company** and **Montreal Cottons** were engaged in post-conciliation-board bargaining with the **United Textile Workers of America** in an attempt to reach some compromise on the three-way report of the conciliation board. The board Chairman recommended an hourly increase of 6 cents retroactive to November 1, 1958 and 2 cents an hour on the date of signing a two-year agreement; the union nominee proposed a 6-cent-an-hour increase retroactive to November 1, 1958 plus 3 cents an hour upon the signing of a two-year contract; the management nominee recommended a one-year

contract without change in pay. In Drummondville, Sherbrooke, Montmorency, and Magog, the **National Catholic Textile Federation** was making little progress in its negotiations with the **Dominion Textiles Company**.

Published in last month's **LABOUR GAZETTE** (pp. 1139 and 1140) was a review of wage settlements reached during the first half of 1959, in major collective agreements covering bargaining units with 500 or more employees. This month the same group of agreements was reviewed to indicate the duration, in months, of negotiations that preceded settlements. The results are tabulated in the accompanying table.

Nearly three-quarters of the 144 collective agreements included in the table, affecting close to 75 per cent of the total number of employees covered, were settled in periods ranging from one to six months; more than half of these were concluded after bargaining three months or less. The remaining 38 agreements were reached in periods ranging from seven months to more than one year and in the majority of these cases settlement came about after one or more stages of conciliation.

Slightly less than 60 per cent of the major agreements were concluded as a result of direct bargaining between employers and the unions. The 84 settlements making up this group covered 117,000 workers, 50 per cent of the total number affected by the contracts concluded during the first half of 1959. Twenty-six of the remaining contracts, covering 33,500 workers, were settled with the services of conciliation officers. Twenty-seven collective agreements, affecting a total of 52,400 employees, were concluded with the aid of a conciliation board, nine of which were settled at the board stage and the remaining 18, covering 43,300 employees, requiring further discussions between the parties before final settlement. In seven cases, representing less than 5 per cent of the total, and covering 15,300 workers, settlement was reached while a work stoppage was in progress.

**NEGOTIATIONS PRECEDING SETTLEMENTS REACHED DURING
FIRST HALF OF 1959**

Collective agreements covering 500 or more workers concluded between
January 1 and June 30, 1959, exclusive of agreements in the
construction industry

Stage at which settled	Duration of Negotiations in Months									
	3 or less		4-6		7-9		10-12		13 or over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Bargaining.....	48	75,700	28	34,100	5	5,300	3	1,900	—	—
Conciliation Officer.....	7	16,500	16	15,200	2	1,200	1	600	—	—
Conciliation Board.....	—	—	2	2,000	3	2,100	2	2,300	2	2,700
Post-Conciliation Bargaining.	—	—	4	15,600	4	4,700	8	20,700	2	2,300
Work Stoppage.....	1	600	—	—	2	9,300	3	4,800	1	600
TOTAL.....	56	92,800	50	66,900	16	22,600	17	30,300	5	5,600

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During December 1959 and January and February 1960 (Except those under negotiation in November)

Company and Location	Union
L'Association des Marchands Détaillants (Produits Alimentaires), Quebec, P.Q.	Commerce Empl. Fed. (CCCL)
B.A. Oil, Clarkson, Ont.	Oil, Chemical Wkrs. (AFL-CIO/CLC)
Bristol Aircraft (Western), Winnipeg, Man.	Machinists (AFL-CIO/CLC)
Building suppliers, Vancouver, B.C.	Teamsters (CLC)
Can. & Dom. Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Can.-Met. Explorations, Quirke Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Industry Empl. (CCCL)
City of Vancouver, B.C.	Civic Empl. (Ind.) (outside wkrs.)
City of Vancouver, B.C.	Firefighters (AFL-CIO/CLC)
City of Vancouver, B.C.	Nat. Union Pub. Empl. (CLC) (inside staff)
City of Vancouver, B.C.	B.C. Peace Officers (CLC)
City of Winnipeg, Man.	Firefighters (AFL-CIO/CLC)
Colonial Steamships, Port Colborne, Ont.	Seafarers (AFL-CIO)
Dairies (various), Toronto, Ont.	Teamsters (CLC)
De Havilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dom. Glass, Hamilton, Ont.	Glass, Ceramic Wkrs. (AFL-CIO/CLC)
Firestone Tire and Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Glove Mfrs. Assoc., Montreal, St. Raymond, Loretteville, St. Tite, Que.	Clothing Wkrs. Fed. (CCCL)
Goodyear Tire, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Kelly-Douglas, Vancouver, B.C.	Empl. Assoc. (Ind.)
Millinery Mfrs. Assoc., Montreal, Que.	Hatters (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask.	Nat. Union Pub. Empl. (CLC)
Shipping cos. (eastern region)	Cdn. Merchant Service Guild (CLC)
Toronto Electric Commissioners, Toronto, Ont.	Nat. Union Pub. Service Empl. (CLC)

Part II—Negotiations in Progress During November

Bargaining

Company and Location	Union
Alberta Government Telephones (province-wide)	Bro. Electrical Wkrs. (AFL-CIO/CLC)
American Can, Ontario and Quebec	CLC-chartered local
Asbestos Corporation, Thetford Mines, Que.	Mining Industry Empl. (CCCL)
L'Association des Marchands Détaillants (Section de l'Auto-Voiture) Quebec, P.Q.	CCCL-chartered local
Avro Aircraft, Malton, Ont.	Machinists (AFL-CIO/CLC) (technicians)
Bicroft Uranium Mines, Bancroft, Ont.	Steelworkers (AFL-CIO/CLC)
B.C. Electric Railway, Vancouver, B.C.	Office Empl. (AFL-CIO/CLC)
Cdn. Cannery, Vancouver, Penticton, Kelowna, Ashcroft, B.C.	Packhouse Wkrs. (AFL-CIO/CLC)
Cdn. General Electric, Montreal and Quebec, Que.	Int. Union Electrical Wkrs. (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Empl. Council (Ind.)
CNR, CPR, other railways (Canada-wide)	15 unions (non-operating empl.)
Cdn. Steel Foundries, Montreal, Que.	Steel and Foundry Wkrs. (Ind.)
City of Edmonton, Alta.	Bro. Electrical Wkrs. (AFL-CIO/CLC)
City of Montreal, Que.	Police Bro. (Ind.)
City of Montreal, Que.	Firefighters (AFL-CIO/CLC)
City of Montreal, Que.	CLC-chartered local
City of Ottawa, Ont.	Nat. Union Pub. Empl. (CLC)
Consolidated Paper, Les Escoumins, Que.	Pulp, Paper Wkrs. (CCCL)
Continental Can, St. Laurent, Que.	CLC-chartered local
Crown Zellerbach, Vancouver, B.C.	Pulp, Sulphite Wkrs. (AFL-CIO/CLC)
Distillers Corp., Montreal, Que.	Distillery Wkrs. (AFL-CIO/CLC)
Dom. Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dom. Stores, Toronto, Ont.	Retail, Wholesale Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	R.R. & S.S. Clerks (AFL-CIO/CLC)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Bro. R.R. Transport, Gen. Wkrs. (CLC)
Hotel Empress (CPR), Victoria, B.C.	Bro. R.R. Transport, Gen. Wkrs. (CLC)
Iron Ore of Canada, Schefferville, Que.	Steelworkers (AFL-CIO/CLC)
Johnson's Asbestos, Thetford Mines, Que.	Mining Industry Empl. (CCCL)
Maritime Telegraph & Telephone (company-wide)	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Metro-Board of Police Commissioners, Toronto, Ont.	Metro. Police Assoc. (Ind.)
Montreal Locomotive Works, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ottawa Civic Hospital, Ottawa, Ont.	Nat. Union Pub. Empl. (CLC)

Company and Location	Union
Ottawa Transportation Commission, Ottawa, Ont.	Electric Railway and Motor Coach Empl. (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	United Electrical Wkrs. (Ind.)
Phillips Electrical, Brockville, Ont.	United Electrical Wkrs. (Ind.)
Printing Industries Council, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Quebec Iron and Titanium, Sorel, Que.	Metal Trades (CCCL)
Quebec Natural Gas, Montreal, Que.	Chemical Workers (AFL-CIO/CLC)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Shipping cos. (eastern region)	Marine Engineers (CLC)
Shipping cos. (eastern region)	Seafarers (AFL-CIO)
Sportswear Mfrs. Guild, Toronto, Ont.	Int. Ladies Garment Wkrs. (AFL-CIO/CLC)
Stanleigh Uranium Mining, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Thompson Products, St. Catharines, Ont.	Empl. Assoc. (Ind.)
Toronto Transit Commission, Toronto, Ont.	Electric Railway and Motor Coach Empl. (AFL-CIO/CLC)
Wabasso Cotton, Welland, Ont.	Textile Council (Ind.)

Conciliation Officer

L'Association Patronale du Commerce, Quebec, P.Q.	Commerce Empl. (CCCL)
Cdn. Aviation Electronics, Montreal, Que.	United Electrical Wkrs. (Ind.)
Cdn. Broadcasting Corp. (company-wide)	Stage Empl., Moving Picture Operators (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assoc. (Ind.)
Communauté des Sœurs de la Charité de la Providence, Montreal, P.Q.	Services Fed. (CCCL)
Consolidated Denison Mines, Quirke Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Continental Can, New Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Dom. Glass, Montreal, Que.	Glass, Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Mine Wkrs. (Ind.)
John Murdoch, St. Raymond, Que.	Cath. Union of Farmers (Ind.)
Hotel Mount Royal, Montreal, Que.	Hotel, Restaurant Empl. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
North American Cyanamid, Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Price Bros., Kenogami, Que.	Cath. Union of Farmers (Ind.)
St. Raymond Paper, Desbiens, Que.	Cath. Union of Farmers (Ind.)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Trans Canada Airlines (company-wide)	Airline Pilots (Ind.)
Walter M. Lowney, Montreal, Que.	Bakery Wkrs. (CLC)

Conciliation Board

Algom Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Atlas Asbestos, Montreal, Que.	Asbestos Wkrs. (CLC)
Bindery Room Employers, Toronto, Ont.	Bookbinders (AFL-CIO/CLC)
Can. Cement (company-wide)	Cement Wkrs. (AFL-CIO/CLC)
Cdn. Industries, Millhaven, Ont.	Oil, Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Pacific Railway (western region)	Trainmen (AFL-CIO/CLC)
Consumers Gas, Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Dom. Wabana Ore, Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Fairey Aviation, Dartmouth, N.S.	Machinists (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Northspan Uranium Mines, Elliot Lake, Ont.	CLC-chartered local
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)

Post-Conciliation Bargaining

Crane Ltd., Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dom. Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Dom. Textile, Montmorency, Sherbrooke, Drummondville, Que.	Textile Wkrs. (CCCL) (see also under Work Stoppage)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)

Arbitration

L'Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Fed. (CCCL) (female)
L'Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Fed. (CCCL) (male)

Work Stoppage

Dom. Textile, Magog, Que.	Textile Wkrs. (CCCL)
--------------------------------	----------------------

Part III—Settlements Reached During November 1959

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

CAB COMPANIES (VARIOUS), VANCOUVER, B.C.—TEAMSTERS (CLC): 3 cos. employing 235 drivers signed agreements and the remaining cos. are negotiating separately with the union; agreements provide daily guarantee of \$6; welfare plan; medical plan; 50-50 contribution to insurance providing \$1,000 death benefit.

CDN. CELANESE, DRUMMONDVILLE, QUE.—TEXTILE WKRS. UNION (AFL-CIO/CLC): 2-yr. agreement covering 1,800 wkrs.—5¢-an-hr. increase eff. Nov. 30, 1959 and an additional 5¢ an hr. on Nov. 30, 1960; time and a half to be paid after regular daily hrs. as well as after regular weekly hrs.

CDN. COPPER REFINERS, MONTREAL, QUE.—METAL REFINERS (IND.): 3-yr. agreement covering 950 empl.—3¢-an-hr. increase eff. Dec. 3, 1959 and 5¢ an hr. Dec. 3, 1960, with provisions to reopen wage negotiations during the third year of the agreement; improved shift premium.

CITY OF CALGARY, ALTA.—NAT. UNION PUB. EMPL. (CLC) (CLERICAL EMPL.): 2-yr. agreement affecting 650 empl.—general increase of 5% retroactive to Jan. 1, 1959 and 5% effective Jan. 1, 1960 for monthly salaries of \$289 or under; 4% increase on the same dates in 1959 and 1960 for monthly salaries over \$289; 5% increase in differential for evening and night work; city to pay $\frac{1}{4}$ of the cost of the medical plan; 4 wks. holidays after 15 yrs. service (previously 4 wks. after 20 yrs.).

CITY OF EDMONTON, ALTA.—NAT. UNION PUB. EMPL. (CLC) (CLERICAL EMPL.): 2-yr. agreement affecting 1,300 empl.—4 $\frac{1}{2}$ % increase during 1959 and a further 4% increase in 1960.

CITY OF EDMONTON, ALTA.—NAT. UNION PUB. EMPL. (CLC) (OUTSIDE EMPL.): 2-yr. agreement affecting 1,500 empl.—4 $\frac{1}{2}$ % increase in 1959 and a further 4% increase during 1960.

DEHAVILLAND AIRCRAFT, TORONTO, ONT.—AUTO WKRS. (AFL-CIO/CLC): 650 workers were affected by a settlement reached on November 27, 1959. There was a slight reduction in the work week with the same take-home pay.

DUPONT, SHAWINIGAN FALLS, QUE.—CELLULOSE WKRS. (IND.): 2-yr. agreement covering 500 empl.—no change in wages during the first yr. of the contract; during the second year and eff. Nov. 1, 1960, an increase of 5¢ an hr. will be given if the automatic rate adjustments do not result in any increases; improved shift premium; severance pay (previous agreements did not provide for severance pay).

FRASER COS., CABANO, QUE.—CATH. UNION OF FARMERS (IND.): 1-yr. agreement covering 500 empl.—increases in piece rates as well as for cooks and kitchen helpers. Abolished tolls paid at gate by workers.

FRY-CADBURY, MONTREAL, QUE.—BAKERY WKRS. (CLC): 2-yr. agreement affecting 750 empl.—8¢-an-hr. increase retroactive to Dec. 6, 1958; 4¢-an-hr. increase eff. Oct. 10, 1960; work wk. reduced from 42 $\frac{1}{2}$ hrs. to 40 hrs.; 3 wks. vacation after 15 yrs. of service (formerly 3 wks. after 25 yrs.); weekly sick benefits, formerly covering male empl. only, extended to include female empl.

HAMILTON GENERAL HOSPITAL, HAMILTON, ONT.—NAT. UNION PUB. EMPL. (CLC): 2-yr. agreement covering 1,100 empl.—4% increase retroactive to Feb. 1, 1959 and a further 3% eff. Feb. 1, 1960; work wk. reduced from 42 hrs. to 40 hrs.

LEVER BROS., TORONTO, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC): 1-yr. agreement affecting 600 empl.—increases ranging from 3¢ to 8¢ an hr.; double time for work on Sundays; vacation allowances changed to 2 wks. after 3 yrs., 3 wks. after 10 yrs., 4 wks. after 20 yrs. (formerly 2 wks. after 1 yr., 3 wks. after 15 yrs., 4 wks. after 25 yrs.).

MEAT COS. (VARIOUS), VANCOUVER, B.C.—MEAT CUTTERS (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—journeymen to receive increases of \$4 weekly eff. Nov. 1959 and a further \$4 on Oct. 31, 1960; provisions for 3 wks. vacation after 5 yrs. service to become eff. in 1961 (formerly 3 wks. vacation after 7 $\frac{1}{2}$ yrs.); welfare and medical plans; employer and employees to share equally the costs of a group life insurance plan; 6 day sick leave annually eff. on the second yr. of the contract.

NORTHERN ELECTRIC, TORONTO, ONT.—COMMUNICATIONS WKRS. (AFL-CIO/CLC): 1-yr. agreement involving 650 empl.—average increase of 3% consisting of 6 to 8¢ an hr. increase in hourly rates and \$2.25 to \$3 per week in weekly rates.

SASKATCHEWAN WHEAT POOL, REGINA, SASK.—EMPL. ASSOC. (IND.): 2-yr. agreement covering 1,400 empl.—4% general increase retroactive to Aug. 1, 1959 and a further 3% eff. Aug. 1, 1960; work week for office staff reduced from 5 $\frac{1}{2}$ days to 5 days.

SHAWINIGAN WATER AND POWER, MONTREAL, QUE.—EMPL. ASSOC. (IND.): 2-yr. agreement involving 1,200 empl.—6¢-an-hr. increase eff. Nov. 1, 1959; provisions made to reopen negotiations for wage increases in the second yr. of the agreement; vacation allowances changed to provide 3 wks. vacation after 15 yrs. of service and 4 wks. after 25 yrs. (formerly 3 wks. after 20 yrs. and 4 wks. after 30 yrs.).

NOTES OF CURRENT INTEREST

Appoint Parliamentary Secretary To Labour Minister Starr

Richard Devere Thrasher, Member of Parliament for Essex South, one-time employee of the Ford Motor Company of Canada at Windsor, and a member of Local 200 of the United Automobile Workers of America (AFL-CIO-CLC), on November 18 was appointed Parliamentary Secretary to the Minister of Labour.

Mr. Thrasher left the Ford Company to join the Royal Canadian Air Force and served overseas in the Second World War for a period of 14 months.

On his return from overseas he went to Assumption College, University of Western Ontario, where he obtained his Bachelor of Arts degree. He then attended Osgoode Hall, Toronto, to become a barrister and solicitor.

He was Assistant Crown Attorney of Essex County from September 1954 to September 1956. He was first elected to the House of Commons in 1957, and was re-elected March 31, 1958.

Mr. Thrasher, 37 years of age, was born at Amherstburg, Ont.



—Photo by Van, Ottawa

Donald MacDonald, CLC, Named to Canada Labour Relations Board

Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress, has been appointed to the Canada Labour Relations Board as a member representing employees, it was announced November 16 by Hon. Michael Starr, Minister of Labour.

Mr. MacDonald is a native of Halifax, N.S., and, prior to coming to Ottawa in 1951, he was active in the labour movement of Nova Scotia as a member of the United Mine Workers of America.

Mr. MacDonald was appointed to fill the vacancy on the Board arising out of the death of A. R. Mosher, who since 1944 had served on the Board and its predecessor, the Wartime Labour Relations Board.

The Canada Labour Relations Board is composed of four members representing labour, four members representing management, with an impartial chairman and vice-chairman. It meets periodically to deal with representation proceedings and other labour relations matters affecting operations and industries that come under federal jurisdiction.



Union Members in Canada Total 1,459,000 in 6,763 Locals

At the beginning of 1959, membership of labour unions in Canada reporting to the Department of Labour was 1,459,000, approximately 33 per cent of the estimated number of non-agricultural paid workers in the country.

Returns by 6,763 union locals to the 1959 survey of labour organizations in Canada, conducted by the Department's Economics and Research Branch, indicated little change from the previous year in the extent or pattern of union organization.

Two central bodies—the Canadian Labour Congress and the Canadian and Catholic Confederation of Labour—continued to represent between them some 85 per cent of organized labour. Most of the balance of union membership is distributed among organizations active on a regional, national or international level but independent of a central labour congress.

From the information received in the annual survey, the Department publishes a directory of trade unions in Canada, *Labour Organizations in Canada*. The 1959 edition, which is the 48th annual report, is now available from the Queen's Printer, Ottawa, at a cost of 35 cents a copy.

Heavy Duty Repair Trade Subject Of Latest Analysis Published

The universal use of heavy duty equipment such as large trucks, truck vehicles and earth moving machines, and a growing need for more formal apprenticeship training in this area has led to an analysis of the heavy duty repair trade in Canada and the publication last month of a report, *An Analysis of the Heavy Duty Repair Trade*. It is available from the Queen's Printer, Ottawa, at a cost of 50 cents each.

This analysis, by a national committee, is the twelfth in a series designed to be used as a basis of courses of study for trade and other schools; to act as a guide for foremen and others who do training on the job; and to serve as a means by which a tradesman's or apprentice's previous experience can be judged.

At present, only two centres in Canada, at Nanaimo, B.C., and at the Institute of Technology and Art, Calgary, conduct programs of training in heavy duty repair mechanics. The analysis, it is hoped, will be of value in studying the need for additional formal training programs elsewhere in Canada, and in bringing about more uniformity within the trade.

The report outlines the essential information a journeyman should know and lists the functions he should be able to perform to be fully competent in his trade. The analysis starts with truck equipment greater than three-ton capacity and covers such items as power graders, scrapers and track vehicles, powered by both gasoline and diesel units.

Other analyses by various national committees, appointed by the Department of Labour working in conjunction with provincial apprenticeship authorities, have been published on the following trades: brick-laying, carpentry, machinist's, motor vehicle repair (body and mechanical), plastering, plumbing, sheet metal, electrical, painting and decorating, and welding.

Begin Survey of Requirements For 1960 University Graduates

The Minister of Labour last month addressed a letter to more than 5,000 Canadian employers, asking them to indicate to the National Employment Service of the Unemployment Insurance Commission their expected requirements for university graduates and undergraduates at the end of this academic year. Experience has shown that if the NES is to provide the maximum assistance to both employers and students, efforts to obtain this information must get under way at once.

A similar letter sent out last year received a most encouraging response. More than 77 per cent of the employers replied to the letter, and the NES was able to fill more than two thirds of their requirements for university-trained people.

In the academic year ending in 1959, Canadian universities had a student population of about 94,000. It is expected that, when all the returns are in, the total for the present academic year will be close to 104,000. In 1959, there were about 17,000 graduates from Canadian universities and, if the same ratio of graduates to total student population is maintained, it would mean that there would be about 18,000 graduates this year, most of whom will be seeking, for the first time, to enter the employment market on other than a temporary basis.

There has been an increasing tendency for employers to send their own recruiters direct to the universities. The Minister in his letter does nothing to discourage employers from continuing this practice but points out that the NES can be of considerable assistance to them in filling their needs.

20% of Hirings for Civil Service Made from Over-40 Age Group

About 20 per cent of all new appointments to the public service go to persons over 40 years of age, the Civil Service Commission has announced.

A survey by the Commission revealed that 4,000 of the 20,000 appointments in 1958 went to persons in this age group. Among them were 1,100 who were more than 50 years old.

The Commission said the percentage of older workers receiving appointments might have been even higher except for the fact that most women over 40 are married and not seeking employment and that most men over 40 are satisfactorily situated elsewhere and not seeking a change.

Another consideration is that the public service tends to recruit at the bottom and promote from within, with the consequence that starting salaries are not always attractive to the older worker.

The Commission pointed out that there are now few age limits for entrance to the public service. Those that once applied to clerks and other large groups were abolished some years ago. Those which remain apply to training classes, such as foreign service officer, and classes where physical fitness is of prime importance, such as firefighter.

CLC Lodges Complaint with ILO Over Newfoundland Labour Laws

The Canadian Labour Congress last month filed a formal complaint with the International Labour Organization against "anti-labour legislation" enacted in Newfoundland last March. The complaint charges the Government of Newfoundland with abrogation of "freedom of association and protection of the right to organize."

The CLC says it made appeals to the federal Government to instruct the Lieutenant-Governor of Newfoundland to reserve the Labour Relations (Amendment) Act, 1959, and the Trade Union (Emergency Provisions) Act, 1959. When this was not done, the Congress requested the federal Government to disallow the Acts under powers conferred by sections 56 and 90 of the British North America Act. Failing this, the CLC suggested that the federal Government refer the legislation to the courts to determine whether or not the laws are *intra vires* of the powers of a provincial legislature.

CLC executive officers, in an interview on October 14 with Hon. E. D. Fulton, Minister of Justice, reiterated the wish of the Congress that the federal Government

use its powers to disallow the legislation. At this meeting, the CLC statement said, the Minister indicated that if he had anything to report to the CLC that would have any bearing on its decision to refer the matter to the ILO, he would so inform the Congress within a week.

When no notification was received, the CLC made its formal complaint to the ILO Director-General of contravention of the principles of the ILO.

The CLC further claimed that the actions of Premier Smallwood and his government in the loggers' dispute and the subsequent legislation passed by the Newfoundland House of Assembly are in direct contravention of both the spirit and the letter of ILO Convention No. 87, "Concerning Freedom of Association and the Right to Organize."

Non-Operating Rail Unions Set Up Bureau for Economic Research

An economic research bureau has been established by the unions that represent 130,000 Canadian non-operating railway workers.

Allan A. Porter, former research economist with the Department of Labour, has been appointed director of the bureau. Maxwell Flood is the assistant director and will be in charge of public relations.

After graduation from the University of Toronto in 1946, Mr. Porter served two years as Canadian Director of Research and Education with the United Rubber Workers. He then joined the staff of the Ontario Federation of Labour and entered the public service in 1954.

Unions Ask Government to Help Uranium Workers Facing Layoff

Two unions, in separate briefs, last month asked the federal Government to take action to help workers who will be laid off by mining companies as a result of the decision to stretch out uranium deliveries over the next seven years.

The briefs were submitted by the United Steelworkers of America, which represents some 11,000 workers in the Elliot Lake and Bancroft areas in Ontario, and the International Union of Mine, Mill and Smelter Workers, which represents about 1,200 workers at Uranium City, Sask., and at Bancroft. Larry Sefton, Director, District 6 of the Steelworkers, presented his union's brief; Harvey Murphy, Eastern Vice-President of the Mine-Mill union, presented the other.

The Steelworkers said any severance pay provided by mining companies should not deprive workers of unemployment insurance. This union also proposed that the National Employment Service pay the transportation costs of men forced to leave the mine areas and that the Department of Labour establish vocational training courses for them.

The Mine-Mill union suggested that if the companies failed to provide severance pay the Government should provide it. The brief also suggested that the Government should guarantee that workers who have bought homes in mining towns will be able to recover their investment.

It was also suggested, by the Steelworkers, that National Employment Service offices should be opened at Elliot Lake and Bancroft to aid laid-off workers to find other jobs.

Saskatchewan Labour Federation Holds Fourth Annual Convention

One hundred and thirty-five resolutions on a wide variety of topics were considered by the Fourth Convention of the Saskatchewan Federation of Labour (CLC), held in Regina from October 22 to 24. The convention was attended by 175 official delegates and some thirty visitors and fraternal delegates.

One of the leading subjects of discussion was the attitude of the Federation towards the proposed new political party.

A number of resolutions proposed changes in labour legislation, including the Trade Union Act, Hours of Work Act, Minimum Wage Act, Workmen's Compensation Act, Annual Holiday Act, and apprenticeship regulations. Others concerned, among other matters, the question of the use of injunctions in labour disputes, provincial health services, education, a national pension plan, old age pensions, income taxes, and trading stamps. Recent labour legislation in British Columbia and Newfoundland was condemned.

Regarding the proposed new political party, the convention passed a resolution congratulating the CLC for its efforts in forming a new political party and urging it to continue to pass on education and information until the new party is formed.

Another resolution appealed "to all unions and wage and salary earners . . . to do their utmost (assisted by the Federation Political Education Committee), through increased political education and action, according to the decision of each affiliate, to safeguard labour's interest and welfare by maintaining decent measures through the support at the ballot box level of those who have implemented them."

Other resolutions approved by the delegates: called for the Saskatchewan minimum wage to be increased to \$1.25 an hour; recommended increased publicity against right-to-work laws; petitioned the provincial Government to declare the first Monday in August a paid statutory holiday; and approved a request for a 40-hour, five-day week without loss of take-home pay, "especially because of rising unemployment."

A series of resolutions suggested simplified forms and procedures in applying for workmen's compensation. The delegates, however, rejected a resolution that asked the Workmen's Compensation Board to supply all forms with addressed, stamped envelopes to be handed to the injured person so that he could apply quickly.

Another resolution was approved which asked the federal and Saskatchewan Governments to work together to control, "in the public interest," the use of trading stamps and similar devices "so that devices of this kind will not be readily acceptable by this uninformed public."

An old age pension of \$85 a month for all persons over the age of 65 was requested in another resolution.

Claude Jodoin, President of the Canadian Labour Congress, who was the speaker at the banquet, referred to the proposed new political party. Asking whether it was criminal for the Canadian worker to organize politically, he said: "If it is permissible for everyone else to do so, it is permissible for the workers of Canada to participate in public affairs."

If a new party were set up with union support, he said, there would be room in the union movement for persons or groups who objected to such political action.

In the election of officers, F. W. McClelland was returned as President. S. W. Simmons and Louis Steil were elected Vice-Presidents; D. S. Young, Recording Secretary; and I. E. Moore, Treasurer.

Civil Servants of Alberta Sever Connection with CLC Federation

The Civil Service Association of Alberta, with a membership of 9,000, has severed its affiliation with the Alberta Federation of Labour, ending a 31-year-old relationship.

The decision, at the Association's convention last month by a vote of 81 to 3, was taken because the Association believes civil servants should not be associated with any organization that is backing a political party. In October the Federation gave approval in principle to the "New Party" being formed with the backing of the CCF and the Canadian Labour Congress (L.G., Nov., p. 1150).

Former Labour Gazette Editor, Harry J. Walker Retires

Harry J. Walker, Editor-in-Chief of the *LABOUR GAZETTE* from 1936 until April 1958, and a civil servant for 40 years, ended his service with the Department of Labour on November 15.

From April 1, 1958 until his retirement he served as an assistant to the Deputy Minister of Labour, Arthur H. Brown.

Prior to entering the government service, Mr. Walker was a reporter in the Parliamentary Press Gallery for *The Ottawa Journal*, from 1912 to 1914; then editor, until he went overseas with the 5th Battery, C.C.A., of the *Renfrew Journal*. He joined the Department in 1919 on his return from the First World War.

Canadian Credit Unions Increase In Number, Membership, Assets

Membership of Canadian credit unions grew 7 per cent and total assets 19 per cent in 1958, it is reported in *Credit Unions in Canada*, annual publication by the Economics Division of the Department of Agriculture. Increases were also reported in the number of credit unions and in the number of loans granted during the year.

In 1958 there were 4,436 chartered credit unions, compared with 4,349 the previous year. Members totalled 2,212,698, compared with 2,059,835 in 1957. Assets rose during the year from \$846 million to \$1,008 million. Loans to members totalled \$394,187,000 in 1958, up from \$344,791,000 in 1957.

Members of credit unions in 1958 made up 13 per cent of Canada's total population.

Canada Ratifies U.N. Convention On Nationality of Married Women

On October 21, Canada became the 18th country to ratify the United Nations Convention on the Nationality of Married Women.

The Convention, which was adopted by the U.N. General Assembly in January 1957 and went into force on August 11, 1958, was originally drafted by the Convention on the Status of Women.

The Convention provides that neither marriage nor its dissolution, nor the change of nationality by the husband during the marriage, shall automatically affect the nationality of the wife.

Contracting states also agree that an alien wife may, at her request, acquire her husband's nationality through specially privileged naturalization procedures.

Shorter Maximum Work Week, Higher Minimum Wage Requested

In its annual brief to the provincial Cabinet last month, the Saskatchewan Federation of Labour asked, among other things, for legislation establishing a maximum work week of 40 hours without reduction in take-home pay, a higher minimum wage, and a comprehensive program of health care.

In repeating its request for a maximum 40-hour week, the Federation quoted figures published by the Dominion Bureau of Statistics showing that output per non-agricultural wage-earner in the province had increased by 191.2 per cent since 1949. In the same period, the brief said, labour income has increased by less than 50 per cent. This showed, the Federation argued, that even making the largest allowance for the increased cost to employers of introduction of the 40-hour week, there would still remain "a very, very wide margin of advantage for employers."

The legal minimum wage, which in 1946 was 58 per cent of the average wage, has now dwindled to 44.2 per cent of the average wage, the brief stated. The Federation asked the Government at least to restore the balance between minimum and average rates.

The brief requested the extension of health services to provide preventive, diagnostic, curative and rehabilitative service by "physicians, surgeons, dentists and other specialists, for all citizens in Saskatchewan."

The Federation also requested:

—That workmen's compensation be raised from the present 75 per cent of earnings to 100 per cent or, if the Government decided that this could not be done immediately, that this scale should be used at least in fixing pensions.

—Several measures to deal with unemployment, including: research into the nature and sources of unemployment, planning of public works so as to minimize seasonal and other unemployment, and special programs, such as low-rental housing projects, to create employment.

—A number of changes in the Trade Union Act. The Federation especially emphasized its opposition to "any move to institute the misnamed 'right-to-work' law in Saskatchewan."

—A provincial sick-pay law and establishment of a provincial fund for partly disabled workers.

—Calling of a national conference on labour laws, to be convened by the federal Government, and participated in by provincial governments and national and provincial labour bodies.

—Implementation of an immediate program of low-cost housing construction.

—Free school text books in Saskatchewan schools up to and including Grade 12.

—Old age pension of \$85 a month at age 65, without a means test.

—Larger exemptions in the personal income tax for workers, and greater consideration for high school and university students in connection with income tax.

NUPSE Convention Approves Re-opening of Merger Talks

The 14th convention of the National Union of Public Service Employees, held in London on November 12, 13 and 14, unanimously approved the immediate re-opening of talks directed towards a merger with the National Union of Public Employees, with the object of holding a founding convention of a new merged body in the fall of 1960.

Earlier this year merger talks between the two unions were broken off, and subsequently delegates at the NUPE convention urged further investigation of the plan.

The convention, which was attended by about 150 delegates, passed a series of amendments to the constitution. These included a provision barring from affiliation local unions dominated by communists or fascists and a provision requiring the books of subordinate bodies to be open to inspection by the national union, and giving the Executive Board the power to conduct an investigation when it is believed that a local may be under the control of corrupt elements. Another amendment limited to two years the period for which the national union may put a local under trusteeship and restricted the administrative authority to normal business.

The convention approved other resolutions that:

—Asked for amendment of the Unemployment Insurance Act to extend coverage to hospital employees, and to prevent the exclusion of any NUPSE member from the operation of the Act, either voluntarily or by compulsion.

—Urged support for the new political party, but at the discretion of the individual locals.

—Asked for legislation to implement a portable pension plan, thus eliminating one of the main barriers to the employment of older workers.

Leo Lebrun, President of the Canadian Brotherhood of Municipal Employees (CLC) told the delegates that his union was holding discussions with the national officers of the NUPSE with a view to a merger.

British Columbia labour legislation making unions legal entities was attacked as "vicious" by Henry Rhodes, Assistant Director of Organization for the Canadian Labour Congress.

J. E. Clark was re-elected President, and Kealey Cummings, Timmins; Colin C. Mainds, Oshawa; and F. O. Rogers, Hamilton, were re-elected Vice-Presidents.

Fewer Blind Allowances Paid But More to Aged, Disabled

The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,735 at June 30, 1959 to 8,712 at September 30, 1959.

The federal Government's contributions under the federal-provincial scheme totalled \$1,050,956.93 for the quarter ended September 30, 1959, compared with \$1,052,163.68 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$25,298,948.46.

At September 30, 1959, the average monthly allowance in the provinces ranged from \$50.71 to \$54.18. In all provinces the maximum allowance paid was \$55 a month.

Old Age Assistance

The number of persons receiving old age assistance in Canada increased from 98,560 at June 30, 1959, to 98,747 at September 30, 1959.

The Federal Government's contributions under the federal-provincial scheme totalled \$7,630,266.99 for the quarter ended September 30, 1959, compared with \$7,609,958.91 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$174,289,539.07.

At September 30, 1959, the average monthly assistance in the provinces ranged from \$48.91 to \$53.26, except in one province where the average was \$44.55. In all provinces the maximum assistance paid was \$55 a month.

Disabled Persons Allowances

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 48,476 at June 30, 1959, to 48,821 at September 30, 1959.

The federal Government's contributions under the federal-provincial scheme totalled \$3,979,614.48 for the quarter ended September 30, 1959 compared with \$3,967,455.21 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$47,620,900.17.

At September 30, 1959, the average monthly allowance in the provinces ranged from \$51.94 to \$54.68. In all provinces the maximum allowance paid was \$55 a month.

Named Deputy Minister of New Alberta Department of Labour

Kenneth Pugh, formerly Chairman of the Alberta Board of Industrial Relations, has been appointed Deputy Minister in the recently formed Alberta Department of Labour.

The new department was created when the former Department of Industries and Labour was split into the Department of Labour and the Department of Industries and Development.

Mr. Pugh has been in the provincial public service for 23 years, and during his entire service has been connected with labour matters.

Former Railway Union Officer, Thomas Broad Dies in Ottawa

Thomas Broad, at one time Chairman of the General Executive Board of the Brotherhood of Railway Carmen, died November 9 in Ottawa after a short illness at the age of 75 years.

Mr. Broad joined the Canadian Pacific Railway in 1904 as a car cleaner and repairer in Ottawa. He subsequently became electrician and rose to be a car inspector. He was appointed employee member of the CPR pension plan, and helped to formulate the present CPR pension plan. He was an officer of Ottawa Lodge 230.

He became Chairman of the General Executive Board of the union in 1947, and held the post until he retired on March 1, 1948.

Hugh Purdie

Hugh Purdie, President in 1944 of the Regina Trades and Labour Council, Secretary of the Regina Civic Employees Federation from 1945 to 1948, and Director of the Regina Civic Employees' Credit Union for 13 years, died in Regina on November 1, at the age of 70 years.

G. W. Scanlon

Gerald Walter Scanlon, local chairman for many years of Division 36, Canadian Brotherhood of Railway, Transport and General Workers, died in Halifax on October 31, at the age of 50 years.

He was a delegate and committee member in the Halifax, Dartmouth and District Labour Council, a member of the Joint Protective Board and member of the system adjustment board for the sleeping and dining car employees.

Department's Annual Report For 1958-59 Now Available

"During the year the Department's efforts to stimulate winter employment gained momentum. In July the National Winter Employment conference was convened by the Minister of Labour; early action on some of the conference's recommendations undoubtedly contributed to the increase in employment during the 1958-59 winter," it is stated in the 59th annual report of the Department of Labour for the fiscal year ending March 31, 1959. The report is just off the press and available from the Queen's Printer at 25 cents per copy.

The report notices that in the last fiscal year the Prime Minister proposed a Municipal Winter Works Incentive Program in which all provinces participated. An estimated 41,353 men were hired for 1,683,157 man-days of work as a result of the program. Two branches of the Department, the Special Services Branch and the Information Branch, devoted much effort during the year to the stimulation of winter employment.

Conciliation proceedings under the Industrial Relations and Disputes Investigation Act during the year directly affected 196,823 employees, almost 50 per cent of the employees within federal jurisdiction.

The Department's conciliation officers effected settlements in 62 of the 108 labour-management disputes referred to them, the report reveals.

The Civilian Rehabilitation Branch sought improvement in co-operative arrangements with the provinces to encourage a steady increase in the number of disabled persons benefitting from rehabilitation services. During the year there was an increase from 1,055 to 1,174 in the number reported by the provinces as rehabilitated.

The report mentions the survey of publicly owned and operated facilities for vocational training in trade and technical operations, part of the Research Program on the Training of Skilled Manpower, that was completed during the year, along with surveys of training in agriculture, commercial and service occupations. Work on a survey of training in federal Government departments is continuing, the report says.

The Economics and Research Branch improved its methods of collecting and publishing information on current collective bargaining activities, extended its annual wage and salary survey into the area of community and inter-industry rates and expanded its working conditions survey to cover a greater number of employers.

NEW YEAR MESSAGES

Hon. Michael Starr, Minister of Labour

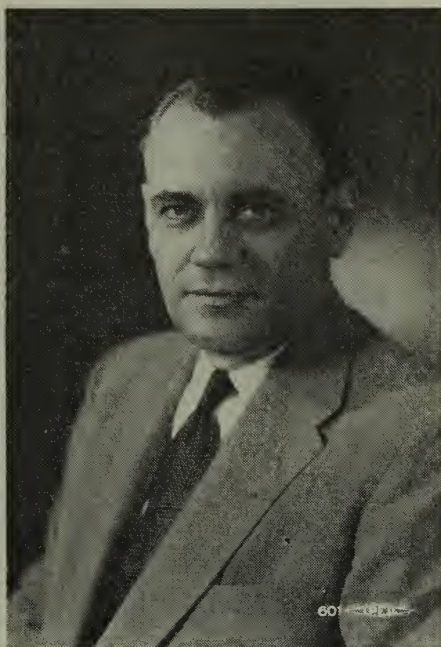
As Minister of Labour I am pleased to take this opportunity to extend New Year's greetings to the people of Canada.

The year we have just completed has been a good one for most Canadians. During the course of it we were able to make fuller use of our resources and our economy benefited as a result.

Our Gross National Product for the year will probably stand at \$34 billion dollars when final figures are compiled, an increase of more than 7 per cent over 1958. Production and exports were both higher than last year, and the number of new houses completed will probably be close to an all-time high.

There were more employment opportunities, and the total number of persons employed increased by an average of about 160,000 over the year. Canadian workers gained substantially in wages and working conditions.

Meanwhile unemployment declined compared with the year before. During the first ten months of 1959 the number of persons without jobs and seeking work averaged about 15 per cent fewer than in the same period of 1958. At the same time, those who did become unemployed were without work for shorter periods, and there



was less partial unemployment.

Present indications suggest that the unemployment figure for this winter will continue to be lower than that of the year before. Continued effort, however, on the part of industry—both employers and workers—of governments and of every individual citizen is needed to ensure this result.

Fortunately the national winter work campaign is receiving increasing support every year,

and I sincerely hope this year's campaign, which starts in January, will encourage even larger numbers of home and business owners to have their interior repair and renovation work done in the cold months and so increase winter employment. The Municipal Winter Works Incentive Program, introduced last year, is again in full swing. Through the co-operation of provincial and municipal authorities a large number of projects have already been approved and many are under way.

In labour-management relations, there were again some prolonged and difficult disputes. In the great majority of cases, however, both parties to collective bargaining have shown a real desire to find solutions to their differences with the least amount of lost time and lost production, with the

(Continued on page 1338)

Claude Jodoin President, Canadian Labour Congress

We approach the New Year confident of new gains in both the economic and political fields; the year 1960 may well prove to be one of the most successful in the history of the Canadian labour movement.

As we look back on the year just ending we are well aware that it has, in some respects, been a strenuous one for trade unions. Those who would benefit from a weakened labour movement have used every opportunity to discredit workers' organizations, and unwarranted attacks have been made from many angles. This has had one very real effect which seems, so far, to have escaped public notice: it has welded the trade union movement in Canada into a stronger and more unified organization than ever before. It has given new strength to the unit which was achieved when Canada's two larger labour congresses merged in 1956.

These attacks have aroused in trade union membership across Canada a new awareness of the importance of their organizations. Conventions and other gatherings have been attracting record attendances and the proceedings have been marked by a seriousness and a sense of purpose which leave no doubt about the determination of these workers to protect the unions which are their means of expression and of action. Organized labour has a very definite role in Canadian life and we enter a new year better prepared than ever to fulfil that role in an efficient and a positive way.

There is a spirit of optimism abroad in our country as we reach the turn of the year. We in organized labour share that spirit. We recall that many months ago unions were told to "hold the line". We were warned of dire consequences if workers insisted on seeking wage increases. We did not share the rather pessimistic view of those who said that a "hold the line" position was necessary in a period of recession.

We felt that steps were necessary to give people new confidence and to create new demands for goods and services. Such demands would naturally follow increased earnings. Trade unions did seek wage increases and to a considerable extent



obtained them. Increases in hourly earnings have been recorded in practically all sections of our economy over the past year.

It is encouraging now to find the Prime Minister reporting to the nation that 1959 will prove to be one of the best years in Canada's economic history, and that 1960 may be even better.

Workers, through their unions, will doubtless continue to seek a fair share of this increasing prosper-

ity. No apology is needed for this position; it is one which we feel sure will benefit Canadians as a whole.

Canadians can also benefit from improvements in social legislation. Our interest in legislation has contributed much towards arousing a new and widened interest in politics and public affairs among those active in the labour movement. The establishment of a new political party now seems assured and final steps towards this end are likely to be taken in 1960. When this party is established it will be the product of long and detailed discussions in which many thousands of men and women, both in and out of the labour movement, have participated.

The suggestion of a new party has aroused criticism, particularly from those who have vested interests to protect, but the position of the Canadian Labour Congress is clear. Time and again, in all sections of the country, our membership has voiced dissatisfaction with the inadequacy of the representation that now exists. The year we are beginning will be an extremely important one in providing opportunities for ordinary Canadian people to have a political voice.

The new sentiment which is pervading organized labour in Canada is not one of belligerence or hostility; it is rather one of stern determination to contribute to a better life for all, a sentiment surely appropriate to this season when we speak of good will to all men.

Roger Mathieu

President, Canadian and Catholic Confederation of Labour

(Translation)

Every year Christmas reminds us again of the most important message ever received on this earth—a message of joy and peace—a message intended for men of good will.

May Christmas 1959 afford us an opportunity to reflect once more on those conditions that must be realized if this joy and peace are to increase



among us and be shared by all men of good will.

As Christians, let us recall that all joy and peace come from God, and that man can find them only in justice and charity.

On behalf of the CCCL, I extend wishes for a very merry Christmas to all our fellow-citizens, men and women, and especially to all who are active in the labour movement.

A.H. Balch

Chairman, National Legislative Committee,
International Railway Brotherhoods

The past year, although it had its dark spots, showed an improvement in the economy of Canada. The running trades all received increased wages and a step up in conditions. It is true the betterments are gradual but in the final analysis they are improvements.

Railroadmen are still feeling the impact of automation; all branches of the service have felt the cruelty of layoffs. Government was appealed to and request made to investigate and report on the effects of technological changes. Loss of income through enforced idleness is always serious for the worker and his family, regardless of cause.

The abandonment of lines and terminals without compensation for a change of residence is a question that must be pressed upon the Government for relief. The National Legislative Committee, after the set-back from the Supreme Court in the New York Central (Ottawa to Cornwall) abandonment case, appealed to the Prime Minister and Cabinet for change in the Railway Act to cover like amendments. The railroadmen do not wish to question the right of the railways to make changes in operation in order to effect economies, but they insist that provision should be made to protect employees against financial loss as a result of such changes made for the benefit of the railways. An appeal is to be made to the Royal Commission on



Transportation requesting they study the matter and report to the Government.

It is to be noted that during the past year a more definite outcry against unprotected level crossings is being made through the medium of the press and public bodies. The National Legislative Committee for a good many years have requested government action on this question. It is to be hoped that, now public opinion has been aroused, the far-sightedness

of railwaymen will at last be recognized.

In international affairs we are pleased to note a relaxation in the "cold war". The advance made during the past year in a better understanding between the two great powers is noticeable. We feel Canada has a great role to play as a powerful third power to act as an intermediary, and support our Government in their action and interest in this, which is so vital to the rest of the world.

The Railway Brotherhoods are greatly interested in the economic security of the aged and it is gratifying to note that during the past year a study was made relating to old age security systems in effect in Canada and the United States. We have advocated a form of government controlled contributory pension plan, including provisions for portable pensions. The inclusion of this provision would tend to eliminate the "too old at 40" cry of the employer.

Canada and the First Year of the ILO

Government Adviser at first International Labour Conference in 1919 writes about Canadian participation in ILO's establishment and its first conference

The following article, published to commemorate the 40th anniversary of the founding of the International Labour Organization, was written especially for the LABOUR GAZETTE by Dr. Walter A. Riddell, who, as Deputy Minister of Labour for Ontario, attended the first International Labour Conference, 1919, as an adviser to the Government Delegates.

The International Labour Organization is celebrating this year just ending the fortieth anniversary of its founding and of its first International Conference.

In the early months of 1919, the Paris Peace Conference, along with the general peace settlement and the Covenant of the League of Nations, considered and adopted a report of its Commission on International Labour Legislation.

The terms of reference of this Commission were "to inquire into the conditions of employment from the international aspect, and to consider the international means necessary to secure common action on matters affecting conditions of employment, and to recommend the form of a permanent agency to continue such inquiry and consideration . . ." A charter of labour enforced by an international organization had long been the goal of workers' associations, and more especially during the war.

The British Ministry of Labour had prepared and brought to the Peace Conference, in anticipation of action, the text of a draft scheme for the establishment of such a permanent organization for labour. This scheme was accepted by the Labour Commission as its basis of discussion.

The plan of control under the British scheme was unique, for it recognized the three parties to industry: governments, employers and workers, the two latter groups together being accorded equal voting power with the representatives of governments. This tripartite system has continued to prove acceptable to the three groups.

Its organs were to comprise a Conference, meeting at least annually in which each member state would be represented by two government delegates, one employers' delegate and one workers' delegate; a Governing Body of twenty-four members, twelve representing governments, six employers and six workers; and a Labour Office or Secretariat.

The decisions of the Conference were to take the form of Conventions and Recom-

mendations. These required a two-thirds vote of the Conference for adoption, and if adopted the only obligation resting upon a member state was that of bringing the convention or recommendation before its legislative authority. If, however, a Convention were ratified, it at once became an international obligation of the member.

The Canadian Prime Minister, Sir Robert Borden, although not a member of the Commission, took an active interest in its progress, being kept informed by his labour advisor, P. M. Draper, then Secretary of the Trades and Labour Congress.

The framers of the British scheme for a permanent labour organization had shown ingenuity in devising machinery for a tripartite organization, and had tailored it to meet the requirements of industrial Europe. They had, however, overlooked providing for (1) differences in industrial development between countries due to climate and scarcity of trained labour, (2) countries with federal constitutions, and (3) the eventuality that the Dominions would demand equal conditions of membership. The last two omissions caused much concern to the Canadian delegation. Canada, being a federal state, could not assume obligations and rights reserved to the provinces under the constitution. This was overcome by a provision inserted in Article 19 that a federal state might treat a draft Convention as a Recommendation.

The other problem for the Canadian Federal Government arose from Article 8 of the "Declaration of General Principles" which, it was considered, ran contrary to legislation in two of the Provinces. Borden, however, got around this by redrafting the General Principles, which not only greatly improved the text but modified "the offending article." He then moved, in the plenary session of the Conference, that his draft be substituted for the earlier statement. This was at once agreed to.

Canada and the other Dominions met with even greater difficulty, however, in trying to establish their eligibility to seats on the Governing Body. For they were specifically debarred, in draft Article 7, by the following words, "No member together with its Dominions and Colonies whether self-governing or not shall be entitled to nominate more than one member." It was only after much argument and some threat that these words were

Canadian Delegation, First International Labour Conference, Washington, 1919

The Canadian delegation to the first annual meeting of the International Labour Conference, held in Washington on October 29 to November 29, 1919, was led by Hon. Gideon Robertson, Senator and Minister of Labour for Canada. Hon. Newton W. Rowell, President of the Privy Council of Canada and Acting Secretary of State for External Affairs, was the other Government Delegate.

P. M. Draper, Secretary-Treasurer, Trades and Labour Congress of Canada, was the Worker Delegate; and S. R. Parsons, President, British American Oil Company Limited, was the Employer Delegate.

Others making up the delegation were:

Advisers to Government Delegates: F. A. Acland, Deputy Minister of Labour for Canada; Loring C. Christie, Legal Adviser to the Department of External Affairs; Daniel A. Cameron, Member of the Provincial Legislature of Nova Scotia; Hon. C. W. Robinson, Member without Portfolio of the Government of New Brunswick; Hon. W. L. Mackenzie King, former Minister of Labour for Canada; Louis Guyon, Deputy Minister of Labour for Quebec; Dr. Walter A. Rid-

dell, Deputy Minister of Labour for Ontario; Hon. Thos. H. Johnson, Attorney-General for Manitoba; T. M. Molloy, Secretary of the Bureau of Labour for Saskatchewan; Hon. C. R. Mitchell, Provincial Treasurer for Alberta; J. D. McNiven, Deputy Minister of Labour for British Columbia; Gerald H. Brown, Secretary of the Reconstruction Committee of the Government of Canada.

Advisers to Worker Delegate: Tom Moore, President, Trades and Labour Congress of Canada; Arthur Martel, Vice-President, Trades and Labour Congress of Canada; Robert Baxter, Vice-President, Trades and Labour Congress of Canada; David Rees, Vice-President, Trades and Labour Congress of Canada; Mrs. Kathleen Derry, Member, Boot and Shoe Workers' Union.

Advisers to Employer Delegate: J. E. Walsh, General Manager, Canadian Manufacturers' Association; J. T. Stirrett, General Secretary, Canadian Manufacturers' Association; E. Blake Robertson, Ottawa Representative, Canadian Manufacturers' Association; J. B. Hugg, Canadian Manufacturers' Association; J. G. Merrick, Secretary, Canadian Employers' Association.

deleted. The Dominions then became entitled to elected seats, and Canada shortly after, by virtue of her right as one of the eight states of chief industrial importance, was elected.

On April 11, 1919, the Peace Conference adopted the constitution of the International Labour Organization, and it was incorporated as Chapter XIII of the Peace Treaty.

President Woodrow Wilson, before leaving Paris, had invited the first International Labour Conference to be held at Washington. The transitory provision of the constitution had fixed the date as October 1919. An International Organizing Committee consisting of the appointees of seven members had been arranged for, and the following agenda agreed upon:

1. The eight hour day or the forty-eight hour week.
2. Preventing or providing against unemployment.
3. Women's employment
 - (a) Before and after childbirth, including maternity benefit
 - (b) During the night
 - (c) In unhealthy processes.
4. Employment of children
 - (a) Minimum age
 - (b) During the night
 - (c) In unhealthy processes.
5. Extension and application of the Bern Conventions 1906
 - (a) Prohibition of night work of women

- (b) Prohibition of use of white phosphorus.

The Conference could not have been held at a more embarrassing time. Washington was in the throes of the bitter struggle over the ratification of the Versailles Treaty, which included not only the Convention of the League of Nations but also the Constitution of the ILO. Both of these were sharing, not only in the Capital but throughout the nation, the criticism and abuse of the opponents of ratification. President Wilson's attempt to salvage the Treaty by carrying his case direct to the people had failed; with his paralytic stroke, he was a very sick man.

The officials of the organizing committee who had come to Washington to make preliminary arrangements found that President Wilson's invitation had yet to be approved by Congress, and even when its approval was obtained, no funds had been voted for the Conference. Fortunately the British Government advanced £3,000, which enabled the Conference to take place.

It was in this depressing atmosphere of American political turmoil and anti-foreign feeling that the delegates arrived from 37 countries to take part in what they were convinced was a new and hopeful venture in labour regulation and protection.

Many members had sent large and well-qualified delegations, and none more than Canada. Ours was the largest delegation in the Conference, numbering twenty-six.

Not only was the federal Government well represented but also all of the provincial Governments. Among the delegates were two federal and three provincial Ministers. The employers' and workers' groups each comprised a delegate and five advisers. The Japanese had the next largest delegation with twenty-three, the Belgians with twenty-one, the British with twenty and the French with fourteen.

The United States was not officially represented at the Conference, since Congress had stipulated that no delegates should be appointed until the treaty had been ratified. The Secretary of Labor, W. B. Wilson, presided over its sessions most acceptably.

The first International Labour Conference, in spite of many handicaps, was one of the most successful of the many that have since been held. The questions on the agenda, listed above, were adequately dealt with, and resulted in six Conventions and six Recommendations. The Convention on the application of the principle of the eight hour day and the forty-eight hour week, as was to be expected, aroused the greatest interest, and occupied more time than the other decisions. Certain employers were apprehensive of its economic effects, fearing competition from the United States if it refused membership in the Labour Organization.

The personalities of the Conference represented such names well-known at the time as Barnes and Delevingne of Great Britain, Fontaine and Jouhaux of France, Mahaim and Mertens of Belgium, Des Planches and Baldesi of Italy, Oka and Masumoto of Japan, and Rowell and Robertson of Canada. Rowell, with his keen constitutional mind, proved invaluable in keeping the Conference within the bounds

of its treaty limitations. As chairman of the Commission on Application for Admissions, he so ably defended his minority report of one on the admission of Finland that it was adopted as against the majority report of four.

In reviewing the activities and accomplishments of the ILO since its first year, it must be acknowledged that it has more than justified the faith of its founders. It has adopted 114 Conventions and 112 Recommendations covering a wide range of labour problems. Up to 1959 these Conventions have received about 2,000 ratifications by the 80 member nations.

The Organization survived World War II, and after its sojourn in Montreal emerged stronger than ever as a Specialized Agency of the United Nations with a still broader and more ambitious program. Its early emphasis on industrial research, international labour standards and the publication of labour legislation has been supplemented by an operational program of technical assistance to underdeveloped states in matters connected with labour and social policy.

For this purpose the ILO has established in various parts of the world field offices which serve as centres for assistance to governments in setting up employment services, increasing productivity, the development of training facilities and of social security programs. In this work it co-operates closely in the United Nations Expanded Program of Technical Assistance. More recently it has been occupied with the problems of industrial relations, automation, the hazards of radiation, occupational health services, workers' housing, and fishermen's problems. It is evident, therefore, that the ILO is continuing to fulfil the promise of 1919.

The Unesco Courier, a monthly publication of the United Nations Educational, Scientific and Cultural Organization, has devoted its issue for November to the 40th anniversary of the International Labour Organization.

Thirty-two pages of articles and photos enable readers to obtain an idea of what has been achieved by the ILO in collaboration with the governments, employers and workers of its 80 member countries on behalf of working men and women throughout the world.

Among the contents of this issue are: "The Impact of Social Change," by David A. Morse, Director-General of the ILO; "40 Years of Struggle for Social Justice," by

Edward J. Phelan, former Director-General of the ILO; "Labour's Union: An International Triangle," by Ronald S. Fenton; and a special report from the ILO on automation and its effect on lives and jobs. Other articles and photos illustrate the various aspects of the work of the ILO.

The Unesco Courier appears each month in four languages: English, French, Spanish and Russian.

UNESCO, Paris, sends a free specimen copy of the publication on request and provides details about taking out a subscription.

The ILO has a limited number of copies of the November issue in English and French. Copies will be sent on request as long as supplies last.

Provisions for Income Security in Canadian Manufacturing Industries

Almost half of establishments surveyed provided for reporting pay and almost three quarters for sickness indemnity insurance; but only about three per cent had provisions for layoff benefits and about same number for guaranteed wages

A recent survey by the Department of Labour of income security plans provided in Canadian manufacturing establishments showed that almost half had reporting pay arrangements, only about 3 per cent had layoff benefit plans, almost three quarters provided sickness indemnity insurance, and only about 3 per cent had any form of guaranteed employment or wages.

The results of the study, based on the 1957 Working Conditions Survey of the Department's Economics and Research Branch, are contained in a report, *Provisions For Income Security in Canadian Manufacturing Industries*, just released. Copies may be obtained from the Queen's Printer at a price of 25 cents each.

The report has a chapter on each of the four forms of income security plans covered in the survey: reporting pay, layoff benefits, sickness indemnity insurance, guaranteed employment or wages. In addition, 11 tables give statistical details of the findings of the survey.

Reporting Pay

Reporting pay is described in the survey questionnaire as work or pay guaranteed to non-office employees for a specified number of hours, on condition of their reporting at the usual starting time, even when there proved to be no work for them.

The incidence of reporting pay provisions was found to vary greatly from one industry to another, ranging from 88 per cent of the establishments covered in the non-ferrous metal products industry and 87 per cent in the electrical apparatus industry to 27 per cent and 29 per cent in the tobacco and leather products industries respectively.

The percentage of workers covered by the provisions ranged from 70 in eight industries and between 69 and 50 per cent in six industries, to less than 50 per cent in three industries.

"The number of hours for which reporting pay was provided varied from one to as many as ten hours," the report says. "However, among establishments which reported this benefit, 47 per cent, with 60 per cent of the workers, provided for four

hours. The next most common provision was for two hours (18 per cent of the workers) and three hours (13 per cent)." The four-hours provision was the most common in 12 out of the 17 manufacturing industries surveyed, while two-hour and three-hour reporting pay was predominant in only four industries. A guarantee of eight hours pay was most common in the printing and publishing industry.

The prevalence of reporting pay was found to vary directly with the size of the establishment. Of the establishments having from one to 49 plant employees, about 39 per cent provided for reporting pay; of the establishments employing 200 to 499 workers, 73 per cent; and of those that employed 1,000 or more, 88 per cent.

Layoff Benefits

Layoff benefit was defined in the survey questionnaire as "a plan providing a fund from which benefits are paid to eligible laid-off employees," such as a supplementary unemployment benefit plan, which may or may not be related to unemployment insurance.

The prevalence of provision for such benefits was found to vary widely from industry to industry. In the rubber products and transportation equipment industries, 42 and 33 per cent respectively of non-office workers were in establishments reporting such plans. Two industries, tobacco products and petroleum and coal products, reported no layoff benefit provisions. Of the remaining 13 groups, the percentage of employees to whom layoff benefits were available was 4 per cent or less in 11 industrial groups, 5 per cent in one group and almost 7 per cent in the other group, the report says.

As in the case of reporting pay, the prevalence of layoff benefit provisions appeared to be directly related to the size of establishment, the report says. "In the smaller establishments about 2 per cent of the non-office workers were in plants reporting this benefit, while the proportion was just under 5 per cent in the medium sized establishments and 20 per cent in the largest places of employment."

Sickness Indemnity Insurance

Unlike some of the other types of income security, the prevalence of sickness indemnity insurance, defined in the survey questionnaire as an "insurance plan providing cash compensation for wage loss due to illness," did not vary widely from one industry to another. "In none of the 17 groups of manufacturing industries were less than 60 per cent of non-office workers in establishments with such a plan." In seven of the groups, between 90 and 100 per cent of the plant workers were covered. In eight other groups, between 70 and 90 per cent, and in the remaining two groups between 60 and 70 per cent of the employees, were eligible.

Most employers paid at least half the cost of the plan.

Here again the incidence of the plans was directly related to establishment size. This correlation, however, did hold in regard to the extent of contributions by employers. In general, the proportion of employees in establishments in which the employer contributed from 50 to 100 per cent of the cost was about 80 per cent in the smallest establishments and 73 per cent in the largest ones.

Guaranteed Employment or Wages

The fourth type of income security provision covered, defined in the survey as "a formal guarantee which assures employ-

ment, or payment in lieu of employment, for a specific length of time," was found most frequently in the food and beverages group of industries, where nearly 15 per cent of all plant employees were covered. In two other groups the proportion was about 9 per cent, and in another 11 groups the proportion was less than 5 per cent. No such plans were reported in three industry groups.

The duration of the guaranteed employment period may vary from a week to a year. The most common period in the industries that reported and gave information on such plans was one week. "In the 13 industry groups where establishments provided information on the nature of their provisions, a one-week guaranteed employment period was predominant in nine groups. In two groups one month was the most common period, while in one other the predominant period was one year," the report states.

Guarantees of employment were found to be somewhat more frequent in large establishments than in the smaller ones. In the smallest establishments, just under 3 per cent of the employees were covered; in the second largest group the proportion was 5 per cent. The most frequent single provision throughout was a one-week guarantee, and the incidence of the one-week period was greater in the larger establishments.

Professional Manpower Advisory Committee Holds Fifth Meeting

Members emphasize that persons who advise young people on choice of a career should not attach undue importance to short-term fluctuations in the demand for engineers, scientists, and others, that may run counter to general trends

Parents, high school counsellors and others who advise young people on the choice of a career should beware of attaching undue importance to short-term fluctuations in the demand for engineers and scientists, as well as for other kinds of workers, which may run counter to general trends. This point was emphasized by several members of the Advisory Committee on Professional Manpower at the Committee's fifth meeting, held November 19.

The demand for new engineers in particular, it was pointed out, is closely connected with the business cycle. It was suggested that the present drop in enrolments for first-year engineering courses at

Canadian universities might result in a falling off in graduations in the future at a time when demand for such professionals is strong.

The meeting was attended by representatives of professional associations, industry, education, and of federal Government departments and Crown corporations.

Dr. W. R. Dymond, Director, Economics and Research Branch, Department of Labour, was chairman of the meeting.

J. P. Francis

A change of plans for conducting the next cycle survey of a one-third sample of all engineering and scientific manpower

in Canada its expected to speed up the availability of preliminary data based on the survey. They are expected to be available early in April, compared with November in 1958 and August in the previous year, said J. P. Francis, Chief of the Manpower Resources Division, Economics and Research Branch, in a review of the professional manpower research activities of the Branch in 1959.

In order to achieve this improvement, the first mailing of questionnaires would be made before the end of the year to which the data refer—namely 1959. "We do not think this will seriously jeopardize the validity of our results," he remarked.

So far three cycle surveys have been conducted and the response rate has risen from 64 per cent in the first to just over 70 per cent in the latest survey, the speaker said. A further improvement is expected in the survey now under way. However, there were still a sizeable number who do not reply, and the Branch considered it important to find out whether this gap in replies biased the results in any way. Therefore, this year the Branch undertook a sample survey of the non-respondents, in which special efforts had been made to reach the non-respondents by mail, and in some cases by telephone.

"Up to now, we have managed to secure information on 75 per cent of the original sample (of those who had not replied) and we hope to be able to raise that to about 90 per cent," Mr. Francis said.

The information contained in the replies from this sample group will be compared with that contained in the replies received earlier, to find out the extent and kind of bias introduced by the failure of some to reply to the questionnaire.

One way to obtain a substantial improvement in response had been discovered, Mr. Francis said. During the past season a survey conducted in collaboration with the Canadian Institute of Forestry had brought a rate of response of "an astonishing 89 per cent" compared with 64 and 70 per cent obtained in the previous year by the Forestry Institute and the Department respectively in separate surveys of a similar group.

Besides the main cycle survey, a number of much smaller surveys had been conducted, Mr. Francis said. One of these supplementary surveys covers each year the students who graduate in engineering and science from our universities and colleges.

This survey showed that this spring 54 per cent of the engineering students had found a job before graduation, 30 per cent

were still looking for one, 14 per cent were planning postgraduate study, and 2 per cent had no definite plans. Of those who had found jobs, 89 per cent said that they would be working in Canada.

Other parts of their work, Mr. Francis said, were keeping in touch with Canadian students in universities and colleges in the United States, arrangements with the Department of Citizenship and Immigration for getting in touch with immigrant engineers and scientists, securing information from various professional associations regarding their new members, and a reciprocal arrangement with the National Science Foundation in the United States for the exchange of questionnaires on citizens in the respective countries.

Question Period

In the question period that followed Mr. Francis's address, L. M. Nadeau, Canadian Council of Professional Engineers, expressed doubt about the need for a survey of professional salaries by the Government, when professional associations such as his own, as well as other organizations, were already conducting surveys of the kind.

Dr. Dymond said that there were two kinds of surveys. There was the kind in which the information was obtained from employers, which might be most useful to those concerned with setting salary rates. There was also the kind in which the replies were obtained from individual employees.

Income, he pointed out, might be derived from more than source, which would lead to a difference between the data obtained from the two kinds of surveys. He also remarked that not much extra effort was involved in asking and answering one question on salaries in addition to some 16 asked about other matters in the questionnaire sent out by the Department.

Dr. Dymond and Dr. Casselman also made the point that information obtained from outside sources was anonymous, and for this reason, as well as because the groups covered were different, it could not be combined with information obtained by the Department.

The Chairman thought, however, that co-operation between the Department and other agencies making surveys would be of value, especially, as one of the members suggested, in the matter of publication of the results. Co-operation in conducting a survey had been put into practice with the Forestry Association during the past year, with very good results.

A. D. Boyd

It is quite possible that the well-known fact that the demand for engineers and scientists is closely related to the business cycle may be partly due to the concentration of such professionals in types of industries that are especially vulnerable to business ups and downs, said A. D. Boyd, of the Department's Economics and Research Branch, in a paper on "The Current Labour Market Situation and Outlook for Scientists and Engineers."

The speaker noted that 82 per cent of the engineers and 52 per cent of the scientists are employed in industry, and that this sector of the economy is more subject to the impact of business trends than, for instance, the government sector.

Regarding the present supply and demand situation, Mr. Boyd reported that last year's biennial survey of requirements for professional personnel indicated that, compared with 1957, expected employment of engineers in 1958, 1959, and 1960 would be cut approximately in half—from an annual increase of about 10 per cent in 1957 to an average annual increase of 4.3 per cent during 1959 and 6.4 per cent in 1960.

Another indication of the labour market situation was the statistics reported by the National Employment Service on vacancies and applicants for engineering positions, he said. These statistics showed "an easier labour market for engineers in 1954, an increasingly tight market and shortage between 1955 and 1957, with a much easier market in 1958 and 1959." However, he said, at the rate of improvement over last year, the vacancies-to-applicants ratio should be in balance by the first quarter of 1960.

Between 1957 and 1959, contrary to the trend between 1955 and 1957, industrial earnings increased more than salaries of engineers and scientists. This, Mr. Boyd said, indicates a "definite slackening in demand" for these professionals.

The other evidence he had given indicating a change in this situation to one of stronger demand was supported, Mr. Boyd said, by the verbal reports of field men employed by the Department and by the reports of local offices of the National Employment Service. These showed that there was now a good demand for engineers, and actual shortages in some places and for some kinds of engineers.

Reviewing the outlook for the supply of engineers and scientists, the speaker said that figures supplied by the Canadian Council of Professional Engineers indicated a drop in first-year engineering enrolment in universities and colleges. A drop in first-

year enrolments was also shown by reports from 18 universities. The prospect was that there would be a continued rise in engineering graduations, but a drop of 8 to 10 per cent in the 1962-64 period as a result of the recent decline in first-year enrolments.

Net immigration, which was another important source of supply, was very difficult to forecast, Mr. Boyd said. "Yet current trends indicate that the most important change on the supply side is that net immigration has fallen to negligible levels from a proportion in 1957 where it was just as important a source of supply as were graduations."

Summing up, he said, "On balance the 1960 outlook for the supply of engineers is towards a fairly sharp increase, from 18 to 30 per cent or more over 1959, depending on net immigration."

On the demand side, he said that it seemed quite possible that during the next year or so a general shortage of engineers and scientists may develop. "It appears quite unlikely, however," he added, "that the shortage will be nearly as severe as that which occurred during the 1955-57 period."

P. J. Beaulieu

A paper entitled "A Survey of Graduate Students Registered in Canadian Universities during 1958-59" was read by P. J. Beaulieu, Awards Office, National Research Council.

Mr. Beaulieu's paper dealt with the information obtained from a survey of students enrolled last year in the graduate schools of Canadian universities in physical sciences, engineering and biological sciences. The survey was conducted by means of a questionnaire sent to all students on a list that has been maintained by the National Research Council for a number of years.

This list, which included practically all graduate students in Canada, contained 2,196 names; of these, 1,363, or 62.1 per cent, replied to the questionnaire. Mr. Beaulieu gave the highlights of the survey, some of which were:

—The median age of the respondents was 25.9 years.

—More than a third were non-Canadians.

—Only 6.2 per cent of the respondents were women and a little more than a third of these were married.

—In physics, chemistry and mathematics, only 6 per cent were part-time students, compared with 27 per cent in engineering and 19 per cent in biological and agricultural sciences.

—Educational expenses, including fees, books and supplies, vary from one university to another, since tuition fees differ considerably; expenses were highest in Quebec.

—About a fifth of the single students were living at home, and about 40 per cent of the married students reported that their wives were employed full time.

—The median living expenditure of single students living at home was \$100 a month, and for those not living at home \$120 a month; for married students with no children it was \$225 a month, and for those with one or more children, \$250.

—Most students had only one source of support. Of the 1,150 full-time students, 36 per cent were supported by scholarships, 42 received research or teaching assistantships, 6 per cent had other types of support, and 16 per cent did not report any assistance except perhaps a demonstratorship.

About a quarter of the 1,150 full-time students received their support from the National Research Council, either directly from a scholarship or indirectly as research assistants employed under NRC grants. Another quarter received their support from the university, 50 from scholarships and 250 from research or teaching assistantships. Eight per cent received support from the provincial governments, and 6.5 per cent from industry.

Scholarships from the National Research Council in 1958-59 were worth \$1,000 or \$1,200 for the academic year, Mr. Beaulieu said. In addition a student could receive \$800 for the four summer months if he remained at the university to continue his research. The median value of scholarships granted by the universities was \$900, that of scholarships from industry \$1,200. More than a quarter of the latter, however, were worth \$1,500 or more. The middle 50 per cent of provincial scholarships varied between \$500 and \$1,200.

The salaries of students employed as research assistants under NRC grants are set at about \$100 less than the NRC scholarships, and are subject to income tax. Research and teaching assistants employed by the universities received a median salary of \$1,200.

The median annual expenditure of single students was \$1,770. In the universities of Western Canada this median expenditure would be somewhat less than \$1,700, Mr. Beaulieu pointed out, because of lower fees and perhaps lower cost of living. In the province of Quebec, where educational costs were highest, and in Montreal and Toronto, where the cost of living is higher, the

annual median expenditure would probably be about \$2,000 a year. For married students the median annual expenditure was about \$3,000 and nearly \$3,300 in Quebec and in the larger cities.

"Ideally a scholarship should cover a reasonable portion of the needs of a student," he thought. Fees, he suggested, could perhaps be paid directly to the institutions, so that all students across Canada would receive a similar amount for their living expenses. Also allowances for married students could be considered. However, he said that opinions on this latter point differed, depending on whether in defining a scholarship one places emphasis on merit rather than on the student's needs.

Dr. W. G. Fleming

Three extensions of the Atkinson Study dealing with the progress of students in science and engineering were outlined by Dr. W. G. Fleming, Ontario College of Education, who gave a report on the Atkinson Foundation follow-up study of such students.

These extensions were: (1) A study of success and failure throughout the university course for all Atkinson students who entered university in Ontario; (2) A follow-up of science and engineering students through and beyond university; and (3) A study of the financial aspects of attending university for the Atkinson students.

None of these projects, Dr. Fleming explained, is more than well under way at present; and his report was therefore confined to "outlining hopefully what we have in mind."

The Atkinson program began in nearly all Ontario secondary schools in the 1955-56 term with a group of 9,573 Grade 13 students, the speaker said. Each student completed a four-page questionnaire giving details about his family background and educational intentions, a group of teachers filled out a one-page questionnaire on each student consisting of ratings on key personnel characteristics and a record of his school progress from Grade 9 to Grade 12, a number of tests were administered to the group, and the results of the Grade 13 departmental examinations were used. Since June 1956 members of the Atkinson group had been followed up by questionnaires sent to them individually and by inquiries addressed to the educational institutions in which they were enrolled.

One of the conclusions drawn from the investigation of the first year's results, Dr. Fleming said, was that the average marks for all subjects in the Grade 13 departmental examinations were indisputably the

best indicator of a student's chances of success. The average marks for each of Grades 9 to 12 were also of considerable value. Other criteria, of more or less value, were academic aptitude scores and teachers' ratings. Most background data were of little value.

The speaker described the methods being used in the study to find out the cost of attendance and the sources of financial support for students attending Ontario universities. This part of the study was designed to provide data by means of which it would be possible to describe and interpret "the main aspects of the financial problem in a way that we hope will lead to worthwhile suggestions for a program of student aid."

One piece of information obtained showed that about half the men reporting, and the majority of the women, had received substantial financial help from the "parental family."

Dr. F. E. Whitworth

Dr. F. E. Whitworth, Director, Education Division, Dominion Bureau of Statistics, spoke briefly about the study of drop-outs and retention rates in Canadian educational institutions that the Bureau has been working on for a considerable time. He drew attention to the connection between this study and the manpower question.

Dr. Whitworth outlined some of the difficulties that had delayed the completion of the study for several years. Complications to be dealt with included: differences between the systems of education in the various provinces, migration of students from one province to another, retardation and acceleration, transfers between private and public schools, and overlapping between high school and university.

However, the speaker said that he believed the data obtained had value, and he hoped that a report would be published within the next few months.

Dr. P. H. Casselman

More Canadian professional workers emigrated to the United States during the period 1950-58 than U.S. professionals came to work in Canada, it was shown in tables on immigration to and emigration from Canada of professional and technical manpower, presented to the meeting by Dr. P. H. Casselman, Chief, Professional Manpower Section, Economics and Research Branch.

During that period, net emigration of Canadian professionals totalled 22,222. In 1950, the excess of emigration to over immigration from the United States was

1,676, smallest number in the nine-year period. The largest excess shown in the tables was 4,454, in 1957.

However, the total net immigration of professionals into Canada from all sources during the period was 38,457, more than making up for the loss to the United States.

The nursing profession lost the highest proportion through emigration, 12.0 per cent of nurses in the Canadian labour force at the 1951 Census. Professional nurses made up the largest group both of immigrants and emigrants during the period 1950-58. The total number of nurses admitted to Canada during these nine years was 10,253. The total number who emigrated to the United States during those years was 10,071. The net gain was therefore very small.

As a proportion of the labour force at the 1951 Census, lawyers and teachers lost the smallest proportion, 0.8 and 1.3 per cent respectively, but in numbers, more teachers emigrated than any other group except nurses and engineers.

Dr. Casselman said that on the basis of the DBS Labour Force Survey it was estimated that in February of this year there were 685,000 postwar immigrants in the Canadian labour force. This amounted to 11.3 per cent of the total of 6,084,000 persons in the labour force. Of the total number of immigrants, 10.5 per cent, or more than 70,000 persons, were estimated to be professionals.

The belief that a high proportion of immigrants to this country use Canada as a stepping stone to the United States is disproved, he said, by statistics from the U.S. Immigration Service, which show that 80.5 per cent of the Canadian immigrants to that country during the period 1950 to 1955 were born in Canada.

Dr. G. T. Page, General Secretary of the Engineering Institute of Canada, gave the conference an outline of a survey of the diverse methods followed for educating and training engineers in certain countries of Europe and in the United States, which was conducted by an international group known as the Engineering Societies of Western Europe and the United States (EUSEC). A comprehensive report of the survey is now in preparation.

Canada does not participate in EUSEC, Dr. Page explained, and is not represented in the study. Nevertheless, he was confident that the results of the study, when published, would be of inestimable value to Canada and would provide useful information to interested Canadian organizations.

38th Annual Convention of Canadian and Catholic Confederation of Labour

Acclaimed as "unity convention," meeting reaches or nears agreement on many problems, including affiliation with Canadian Labour Congress, political action, confessional nature of CCCL. Roger Mathieu unanimously re-elected President

(Translation)

The 38th annual convention of the Canadian and Catholic Confederation of Labour, held in Quebec City from September 13 to 19, was acclaimed as being a "unity convention."

Speakers and observers noted a renewal of unity within the 100,000-member congress when the delegates, numbering more than 500, agreed on many problems: affiliation with the CLC, political action and the confessional nature of the CCCL, among others.

Maurice Bouladoux, fraternal delegate from the International Federation of Christian Trade Unions, remarked in his address that "this CCCL convention has been one of unity".

In his moral report delivered at the opening of the convention, the General President stressed the problem of the right of association and the exercise of this right, rallying all sectors to union solidarity.

The problems of the confessional nature of the CCCL and affiliation with the CLC, among others, were not solved then and there but discussions at the convention indicated that an early solution will be found.

Concerning affiliation, the convention decided to carry on the negotiations with a view to reaching an agreement that would allow the CCCL to affiliate with the CLC as a national union.

Regarding the confessional nature of the CCCL, some twenty delegates agreed that the time had come to make certain adjustments, but it was decided to consult the Episcopate before proceeding with the matter.

It was probably on the political action front that the greatest progress was made, through the passing of a resolution authorizing unions to adopt such views as did not conflict with the general interests of the movement.

At the same time, the CCCL offered its "loyal co-operation" to the new Premier of Quebec.

Resolutions adopted at the six-day convention requested, among other things:

—The federal Government to set up an Economic Council;

—The provincial Government to participate in the national health insurance scheme;

—The setting up, by provincial authorities, of an intensive inquiry into Quebec hospitals;

—A slight increase in union dues;

—The holding of conventions every two years;

—The bimonthly publication of "*Le Travail*".

The election of the new Executive brought but one significant change, the replacement of Treasurer René Bélanger by Jacques Dion.

When the convention ended on Saturday afternoon, all the questions on the agenda had been covered, a rare occurrence. For once, no night sessions were held.

Official Opening

The official opening of the 38th convention of the CCCL was held on Sunday afternoon, in the syndicates' own building, in the presence of an imposing number of representatives of government, clergy and fraternal associations.

It was on this occasion that the General President read his moral report (*see below*), which was devoted to the question of the right of association. A number of the guests of honour, speaking briefly after Mr. Mathieu, stressed the importance of this right.

Gérard Tremblay

Gérard Tremblay, Deputy Minister of Labour for Quebec, first apologized for the absence of his Minister, Hon. Antonio Barrette, and expressed the hope that with the "new provincial administration" it may be possible to settle certain difficulties which have come up in relations between the labour movement and the Government.

Jean Marie Martin

Jean Marie Martin, Dean of the Faculty of Social Science at Laval University, referred to the producers' strike at the CBC last winter. Calling this dispute a "new stage in the struggle for the right of association in Canada." Mr. Martin said that the setting up of unions for managerial and



Roger Mathieu

Re-elected General President

executive groups will be a much more difficult task in this country than organizing factory workers.

Adding that the effort put forth by this small group of producers must not be in vain, the Dean concluded that "the right of association must be assured at all levels."

Rev. G. H. Levesque

Rev. Georges Henri Levesque, O.P., referred to Mr. Martin's statement to the effect that when a right is attacked somewhere everybody suffers, pointing out that the right of association is a right that is common to all citizens and that every one must therefore fight to defend it.

"Every one must feel in the bottom of his heart, and it must be a feeling of revolt, any attacks against the common good. And this feeling must ascend from the heart to the will and give rise to whatever action is called for," he said.

Father Levesque called the CCCL a school of solidarity "par excellence" and an example to all professional bodies.

Rev. Jacques Cousineau

Rev. Jacques Cousineau, S.J., congratulated the General President on having "opened a gaping wound in our social body."

The trade union movement, he explained, cannot be true to itself unless it continues its demands until it has obtained complete freedom of association.

J. B. Lemoyne

The President of the Catholic Farmers' Union, Jean Baptiste Lemoyne, stated that there is a common ground between labour union members and farmers.

"Farmers," he said, "need a class of consumers with a good income to buy their produce. On the other hand, with the mechanization of farms, farmers have become interesting consumers for industrial products."

Fernand Quirion

The last person to speak during the afternoon was Fernand Quirion, President of the CBC Producers' Association (ind.).

Saying that he considered himself an adopted son of the CCCL, Mr. Quirion admitted that he would rather have been among the delegates to the convention than among the guests.

(The understanding reached following the dispute at the CBC last winter provides that the Producers' Association can negotiate a collective agreement but cannot become affiliated with any labour congress.)

Thanking the CCCL for its support, the President of the Producers' Association said that he was happy "to have taken part in the crusade of those who want to protect the freedom of association in Canada".

Among the other guests noted at the opening of the convention were: Rev. Gérard Dion, Director of the Department of Industrial Relations at Laval University; Gérard Hamel, Acting Mayor of Quebec; Alfred Charpentier, former President of the CCCL and a member of the Quebec Labour Relations Board; and F. L. Picard, Manager of the National Employment Service at Quebec.

General President's Report

The report by Roger Mathieu, CCCL General President, at the opening of the convention dealt with the right of association, its fundamental importance, the violations it suffers in the province of Quebec due to the lack of "proper" labour legislation, and the action to be taken to remedy this situation.

Tradition decrees that the President's moral report, instead of giving a review of the activities of the past year, should consist of a few comments on a problem of present interest.

Mr. Mathieu explained the choice of his subject as follows: "Throughout the entire year we have witnessed this sad spectacle of unscrupulous employers repeatedly violating this fundamental right or refusing to let it be put into practice; of civil authorities

indifferent to these violations or doing their best, as for example in Newfoundland, to encourage the violators; and of public opinion being so little aware of the seriousness of these events as to show practically no reaction on hearing about them".

Having stated that all other freedoms may be undermined once the right of association ceases to be recognized, Mr. Mathieu added:

Without freedom of association there is no religious freedom, no real political freedom, still less economic democracy. That is why it is so difficult to understand how so many Christians, so many democrats, so many apostles of free enterprise can be indifferent to flagrant violations of the right of others to associate. They fail to realize that their own freedom is in jeopardy every time their neighbour's is attacked; they do not seem to know that democracy is like a ship, and that holes bored in the hold, where the poor passengers live, are just as dangerous to the ship, and even more so, than if they were made in the panelled walls of the first-class cabins.

The first form that scorn for the right of association takes, the General President explained, is acknowledged refusal to recognize a union, refusal to negotiate.

In this connection he denounced the Canadian Broadcasting Corporation, which, he said, "refused to negotiate, stated officially that it did not recognize the group (the producers in Montreal) and for 69 days supported the work stoppage which resulted from this attitude."

The fact that a Crown Corporation, supported by public funds and devoted to the service of the highest Canadian interests—the fact that such a corporation should stubbornly persist in an inexcusable refusal, should have recourse to all sorts of reasons, especially the worst ones, to justify this refusal, and should support a long strike before permitting the putting into practice of a fundamental right—that is what seems serious and indicative of a certain mentality.

Dismissals for union activity, according to Mr. Mathieu, are the most common as well as the most odious form of anti-unionism.

"Every year, in the province of Quebec," he said, "hundreds of workers lose their livelihood and are thrown into a state of anxiety and sometimes even destitution because they have legally exercised a right that is recognized and sanctioned by the law of the country."

Mr. Mathieu then gave a list of some twenty concerns which, during the past 30 months, have dismissed a total of nearly 350 employees for union activities.

"We are reaching a point in our province," he said, "and I am speaking of something I know well, where any attempt at union organization in a plant, a concern or a

The General President's report, which was prepared and printed before the death of Hon. Maurice Duplessis, took the Premier to task. Mr. Mathieu apologized for this and said that he could not foresee such a sudden death.

The President took the opportunity of offering the new Premier, Hon. Paul Sauvé, the "loyal co-operation" of the CCCL. "Now that a new Premier has succeeded the one who departed so suddenly," he said, "may I express the wish that, in future, we shall have every reason to be satisfied with the co-operation between the new Government and the CCCL. We do not ask of Mr. Sauvé that he be always in agreement with us down to the most minute detail, and we hope that he will not ask it of us."

service is met with mass or selective dismissals used by the employers as weapons of combat."

Mr. Mathieu then denounced dilatory certification procedures and the threat to the right to strike posed by police action.

"That the provincial police constitutes here one of the most serious obstacles to the exercise of the right of association," said the General President, "that it is used as an anti-union weapon to the advantage of the employer, that it acts thus in defiance of the most elementary democracy, is a truth which no honest and seriously informed mind will ever doubt."

Turning to political institutions, the President denounced the Quebec Labour Relations Board, by the spirit which prevails in its decisions, it has been either an inefficient body, or else, quite frankly, an instrument of oppression in the service of the employers."

Finally, as another obstacle to freedom of association, Mr. Mathieu mentioned "the dishonest manipulation" of collective agreements extended by decree under the Quebec Collective Agreement Act.

The General President stated that if the right of association is encroached upon, it is first of all because "our labour laws are scandalously insufficient as regards the protection of the right of association" and, in the second place, because "public opinion in Quebec is not sufficiently well-informed of the problem.

"The time has come," he said, "for employers and all their allies in the various liberal professions to realize that in undermining the principles of natural right, in depriving the workers of liberties which they demand in no uncertain terms for themselves, they are compromising the entire social structure and, in the long run, their own interests."

Msgr. Maurice Roy

In his sermon at a mass for delegates to the convention, His Excellency Msgr. Maurice Roy, Archbishop of Quebec, urged that Canadian employers and workers engage in resolute conversation and that the leaders on both sides make an effort to set up co-operative structures.

The Archbishop of Quebec, who is at the same time Primate of the Canadian Church, pointed out that there is no lack of subjects of common interest to leaders among management and labour, such as: morality in labour circles, the unemployment question, the development of natural wealth, social legislation, technological changes.

He added:

It is an idea dear to the Church that the persons concerned should themselves, through their associations, take whatever action is necessary for a healthy development of economic life. If they do this, the state will not have to intervene at every turn, and its activities will not end up by taking the place of the normal activities of employers' and workers' groups.

It will be up to the governments to encourage and promote all forms of co-operation by calling on employers and workers, as often as possible, to sit on administrative boards or on committees which are merely advisory.

Pointing out that unions carry on their activities in a field in which the pursuit of divergent interests is legitimate, and that it must be expected, therefore, that different opinions will be upheld, Msgr. Roy said that one must avoid applying to Canadian unions "those severe judgments which other labour groups have merited from time to time by reason of certain excesses" without first having carefully made sure whether such abuses really do exist in Canada.

The Archbishop also said that even if Canada has not known any open class struggles in the field of labour-management relations, our situation is still, nevertheless, short of the Christian social ideal.

"Even if there is no strenuous opposition," he said, "neither is there enough effective co-operation or constructive behaviour, outside of the disputes which arise, between leading employers and leaders of the working class."

He noted that it does not suffice to reject the class struggle in theory; there must be a desire to establish class co-operation in actual fact as well as in thought.

Msgr. Roy voiced this warning: if employers and workers intend to use the strength of their organizations as a purely defensive or offensive weapon; if they seek, in practice, only to weaken or destroy their opponents, no healthy social economic order can result. One cannot deliberately want to maintain an atmosphere of conflict, and hope for industrial peace beneficial to those concerned and to the general good.

General Chaplain's Message

"Those who oppose the right of association," said the General Chaplain of the CCCL in his traditional message to the convention, "are not only violating a right, but are preventing the workers from carrying out a duty and fulfilling an obligation."

Returning to the General President's theme and taking inspiration from the Quebec bishops' 1950 pastoral letter on labour problems, Canon Henri Pichette said that it is the duty of the head of a Christian concern "to recognize the unions and to consider them as the appointed representatives of the workers in all matters concerning the vast field of labour relations."

The General Chaplain pointed out that employers often yield to fear reflexes in fighting the labour movement, but drew their attention to the fact that if they do this they are closing the door to an important element of order in their concern.

The unions must continue, he said, to awaken the conscience of the public to that respect which is due the freedom of association, so that there may be "a spontaneous reaction to any violation of this right just as there is to certain serious offences against society."

Turning to the unemployment problem, Canon Pichette noted that "those who have the initiative with respect to offering employment are primarily responsible.

"People in industry and commerce," he went on, "call loudly for free enterprise; to be logical, they should realize that it is their collective responsibility to offer work to all working people. They want to have the means of production at their disposal; at the same time they must be prepared to offer remunerative employment to all who are willing and able to work. They should realize that if they neglect this collective responsibility they are in danger of having the state take away from them that initiative which they refuse to honour."

As for the CCCL's internal problems—the question of unity, the question of the direction to be taken—Canon Pichette reminded the delegates that they alone are qualified to make decisions, and advised them not to let themselves be divided by intervention from outside.

"These are problems which concern you, and which must be settled within your union framework," he said. "These are domestic problems which do not concern the neighbours. You are capable of finding solutions for all your problems, and with the intelligence, the good sense and the good will which I know you have, I feel certain that everything will be settled."

IFCTU Delegate

Maurice Bouladoux, President of the French Federation of Christian Workers and fraternal delegate from the International Federation of Christian Trade Unions, reminded the delegates that the problems of the working classes are no longer settled on the level of the concern: they are settled, rather, on a national or even an international scale.

Stating that it is no longer possible nowadays for the working class of a country to settle its problems alone, Mr. Bouladoux stressed the need for labour unity on the international level.

He also called upon the international organizations to adjust themselves and advocated reform of the International Labour Organization.

"There must be reformation of the ILO based on regionalization," he said, "as it is impossible to compare a country endowed with advanced social legislation with another whose social legislation is backward."

He also expressed the hope that the ILO might be realistic and build up "tripartism" on a healthy basis.

The IFCTU representative called also for international agreements to put an end to unfair competition between countries. Pointing out that a country which becomes industrialized without granting its workers adequate social legislation is creating unfair competition, Mr. Bouladoux said that there must be no economic competition to the detriment of the working classes.

Christian trade union activities, he said, are situated between the two notions of state socialism and capitalism. "We are all for economic efficiency," he went on, "provided it is for the benefit of mankind. Creating wealth is all very well as long as it is shared among men."

Mr. Bouladoux said that he was unable to accept the theory of rigid economic laws. Terming it nonsense for an industry to remain idle for reasons of monetary exchanges on a world scale, he called for world-wide economic planning.

The IFCTU delegate stressed the need for world-wide labour unity, but said that such unity must be established "in clarity and in truth."

He pointed out that in France, where there are three large labour congresses, inter-federal cartels are used to ensure unity of action.

In closing, the fraternal delegate from the IFCTU said that "it is in our hands to safeguard the dignity of the human being, of our families, our cities and our nations.



Maurice Bouladoux
IFCTU Fraternal Delegate

"We cannot leave everything to these technocrats who have nothing in mind," he said, "but problems of technical efficiency; for there are human problems too."

Labour Unity

The CCCL decided to continue its conversations on unity with the CLC during the year.

The convention approved the report submitted by the labour unity committee recommending the reappointing of a committee to carry on negotiations for affiliation with the CLC.

The delegates also decided that "if agreement were reached with the Canadian Labour Congress" during the year, a referendum would be held, the terms and conditions of which would be decided upon by the Confederal Bureau.

The resolution, submitted by Marcel Pepin of the Metal Trades Federation, means that in the event an agreement that appeared satisfactory to the committee was reached on those points that still remain to be discussed, the Confederal Bureau will have to hold a vote among all members of all the syndicates affiliated with the CCCL to find out whether or not they want affiliation on the terms negotiated.

The question of labour unity did not give rise to any lengthy discussion as it has in past conventions.

According to the report by the labour unity committee, the main questions still at issue involve the conservation of the CCCL's integrity after affiliation, as well as its possibilities of future expansion.

The delegates declared unanimously that the CCCL must not sacrifice its integrity, its doctrine, its framework or its chances for expansion.

Gérard Picard, former President of the CCCL, said that labour unity is necessary for the protection of Canadian workers, and more particularly for workers in the province of Quebec. "There is no future for the CCCL," he said, "if it continues to mark time in the basic industries."

S. Ted Payne of the Metal Trades Federation also stressed the fact that the workers must unite to "meet the growing concentration of big industry." He explained that the need for standardized collective agreements throughout the country requires that trade unions unite their bargaining power.

The Assistant Director of the Education Service, Jean Paul Lefebvre, warned the delegates against separatism on the trade union level. Calling on the delegates to increase their contacts with union members in other spheres, Mr. Lefebvre said that if the CCCL is as "dynamic" as it says it is there should be no fear for its future.

CCCL General Secretary Jean Marchand emphasized how difficult it is, on both sides, to get the CCCL into the CLC as a national union. He urged the convention, however, to trust its bargaining committee, which wants to preserve the integrity of the CCCL.

"The CCCL's affiliation with the CLC should be carried out under such conditions," said Mr. Marchand, "that our movement may be able not only to survive but also to make progress."

When a vote was taken on Mr. Pepin's resolution, less than thirty delegates, representing mainly the Federation of Municipal and School Corporations, were opposed to it.

The labour unity committee, elected at the conclusion of the convention, is made up of Adalbert April, Floriant Boisvert, Angelo Forte, J. N. Godin, René Gosselin, Camille Larocque, Jean Marchand, Roger

Mathieu, James McCullough, S. Ted Payne, Adrien Plourde, Gérard Picard, André Roy, Roland Thibodeau and Henri Vachon.

Religious Ties

After a rather lengthy discussion, the convention decided that it had become essential "to make certain adjustments regarding the religious ties of the CCCL" but, before making any decision in the matter, the Confederation would consult the Roman Catholic authorities of the province.

The 500 delegates, with the exception of about twenty, approved the General Secretary's four-point resolution, thus establishing the principle of non-confessional unionism, if not its particulars.

Mr. Marchand's resolution stated:

(a) that in view of the North American system of trade unionism, it is essential to bring about certain adjustments with regard to the religious ties of the CCCL;

(b) that before coming to any decision in the matter, the CCCL continue to consult with Their Excellencies the Archbishops of the province of Quebec;

(c) that following consultation, a systematic study, within the organization, of the adjustments deemed desirable be proceeded with;

(d) that, should the Confederal Bureau deem it urgent, following the said consultations, to initiate certain adjustments, it be authorized to call a special convention or a plenary session of the Confederal Bureau in order to make whatever decisions might be considered desirable.

It was Mr. Picard, past General President of the CCCL, who began the debate on the resolution, suggesting that the CCCL eliminate the word "Catholic" from its name and replace, in its declaration of principles, the reference to the social doctrine of the Church by a reference to "Christian social morality."

Mr. Picard stressed that there was no question of ignoring the teachings of the Church in matters of social doctrine any more than there was a question of eliminating the chaplains.

Membership of the CCCL

CCCL membership declined during the period from May 31, 1958 to May 31, 1959 but the number of its locals increased.

According to the report of the Confederal Bureau, submitted by the General Secretary, the CCCL on May 31 had 95,212 paying members, or 2,826 fewer than a year before. On the other hand, it has gained five more syndicates, bringing the number of affiliated syndicates to 456.

Metallurgy is mainly responsible for the decrease in membership, Mr. Marchand explained, this sector being severely hit by unfavourable economic conditions. There were also membership decreases in the pulp and paper industry, in the full-fashioned and circular hosiery industry and in construction.

Increases were recorded in hospitals and in municipal and school corporations.

He explained that under the present system of labour organization, where the union must represent all the workers in the bargaining unit, all discrimination must be avoided.

Mr. Picard was supported by René Goselin, CCCL Vice-President, who declared that the CCCL must enter all labour spheres and that, in order to do so, it must avoid all appearances of sectarianism.

S. Ted Payne, Vice-President of the National Metal Trades Federation, stated that Protestants refuse to accept the social doctrine of the Roman Catholic Church in order to become members of the CCCL. He added that if it was desired to suppress Protestant prejudice against the CCCL, the word "Catholic" must be eliminated from the name of the CCCL and all references to the social doctrine of the Church must be deleted from the declaration of principles.

Another CCCL Vice-President, Angelo Forte, asked the delegates to consider the future of the movement, which, in order to expand, must assume the status of a national union. It behooves the CCCL to take the lead, he said, towards a national unionism movement in Canada. He reminded the delegation that it was not the CCCL's name that was responsible for the doctrine that inspires the federation's dynamism.

On the other hand, René Bélanger, of Quebec City, sought to have the discussion deferred to the next convention, when the Executive will have had time to consult with the Episcopate.

It was here that Mr. Marchand presented his resolution, asking the convention to at least give the Executive a policy.

He added that the CCCL must adjust itself to changing conditions in Quebec, noting that it was unreasonable to think that the CCCL could change the whole system of labour organization in North America.

Brief from Former Chaplains

Having considered the report of a special committee that studied a pamphlet entitled *Considerations from Former Chaplains*, the convention censured the authors for having published a document filled with "falsehoods and unfair accusations" against the CCCL.

The paper, written by five former chaplains of the CCCL, accuses "the Executives of the CCCL and the CLC of using devious and obscure ways and means, which throw off the Catholic members, dumbfound the former chaplains and create confusion in the minds of all" in order to achieve labour unity.

Political Action

The convention amended the CCCL constitution with regard to political action, replacing Sections 30 and 30a with a new Section 30 as follows:

30. The CCCL is a labour congress which is independent of all political parties, and it is prohibited from joining any such party.

Nevertheless, the CCCL:

- (a) should present to the various governments, at opportune times, either alone or jointly with other labour congresses, such requests as are of a nature to promote the professional, economic and social interests of the workers;
- (b) can set up, through its Confederal Bureau, a political education committee for the purpose of considering and judging the attitudes of governments, political parties and public men; this committee reports to the Confederal Bureau, which makes whatever decisions it thinks fit: finally, this committee is authorized to co-operate with the CCCL's Education Service in making known the nature and the scope of the CCCL's demands;
- (c) can establish a special fund to enable the political education committee to play its part effectively, but this fund will be built up exclusively by voluntary subscriptions collected from the CCCL and its affiliated organizations;

- (d) authorizes the General President, and, in his absence, the General Secretary, to make public statements of a political nature on behalf of the CCCL; but they are forbidden to make such statements of a political nature during election campaigns, except in reply to attacks on the CCCL or on themselves;
- (e) requires the General President and the General Secretary to resign from office if they want to take an active part in politics, but does not deny them the right to hold any other office which might be entrusted to them within the movement;
- (f) can, on an official invitation, outside of election periods, appoint representatives to one or other of the political parties for the purpose of taking part in drawing up the party program, but the attitudes of such representatives are not binding on the CCCL;
- (g) does not intervene in whatever attitudes the affiliated organizations think fit to adopt with regard to politics, unless such attitudes should run counter to the general interests of the movement;
- (h) recognizes the full rights of a citizen for every union member.

The special committee report, submitted by its secretary, Fernand Jolicœur, Director of the CCCL's Education Service, did not bear on the fundamentals of the questions raised, namely the religious ties of the CCCL, and its merger with the CLC, but instead "called attention to certain false statements and unfair accusations contained in the pamphlet."

A member of the special committee, Adalbert April of Quebec City, dissented and submitted a written statement of his reasons for such action. Some twenty delegates from the floor opposed the adoption of the report.

Political Action

The convention amended the CCCL's constitution to enable its affiliated groups to adopt whatever attitudes they may think fit in political matters, provided these attitudes do not run counter to the general interests of the movement. (See box page 1273).

This amendment to the constitution, proposed by Gérard Picard, a member of the National Council of the Social Democratic Party, would seem to make it possible for the syndicates, federations and central councils affiliated with the CCCL to join a political party. The resolution provides, however, that the affiliated groups must not engage in any action contrary to "the general interests of the movement."

(The leaders of the CCCL do not seem to be agreed with regard to the interpretation of this reservation, namely as to what attitudes, from the political point of view, are contrary to the general interests of the movement.)

The resolution is explicit, however, with regard to the Confederation itself, stipulating that the CCCL is independent of political parties and that it "is prohibited from joining" a political party.

The list of resolutions contained six dealing with political action, some suggesting more extensive activities and others advocating complete divorcement of the labour movement from political action. Mr. Picard's resolution replaced the six on the list and was carried by a large majority.

The former General President stressed that there was no question "of making an effort to affiliate the CCCL with a new political party." He pointed out, however, that there was pressure within the movement at the present time for more definite political action, and that it would be advisable to clarify the constitution on this point.

As a matter of fact, he said, this amendment to the constitution is simply sanctioning a state of affairs that already exists.

Michel Chartrand, provincial leader of the Social Democratic Party, and fraternal delegate to the convention, objected to Paragraph (d) which prevents the officers



The CCCL General President, who was re-elected for a second term, is shown with some members of his Executive (left to right): 2nd Vice-President Angelo Forte, 1st Vice-President Rene Gosselin, President Roger Mathieu, General Secretary Jean Marchand, and the newly elected CCCL Treasurer, Jacques Dion, of Quebec.

of the CCCL from engaging in politics during election campaigns. "This," he said, "amounts to preaching virtue without fighting sin."

An amendment to Mr. Picard's resolution, aimed at striking out Paragraph (g), was moved by René Perron of Arvida but defeated on a vote.

The Political Education Committee, an organization set up at the last CCCL convention, announced that it is preparing a manifesto based on the attitudes already adopted by the CCCL concerning the main political problems in the province of Quebec.

The manifesto, it said, "will be drawn up in very simple language and will be abundantly illustrated".

Education Service

The report of the Education Service, submitted by Fernand Jolicœur and Jean Paul Lefebvre, Director and Assistant Director respectively of the Service, redefined the CCCL's concept of union education.

The report insists on the necessity for integrating education with union activities. The best means of achieving this, it said, is to:

(a) Develop modern educational techniques suited to the workers' mentality;

(b) Build education committee structures appropriate to all union organizations;

(c) Offer educational programs suited to the needs of the various labour groups and to the labour movement in general;

(d) Help the officers and the permanent personnel to use modern techniques for adult education;

(e) Maintain in the labour movement that unity of purpose necessary for the promotion of the best interests of the workers.

The Education Service suggested to the convention a program of activities for the coming year, including, among other things: the completion of the structures of the regional and local education committees, the holding of provincial and regional study sessions, and the publication of a series of pamphlets and an education bulletin.

National Economic Council

The convention called for the setting up of a National Economic Council for Canada in order to maintain prosperity and full employment in the country.

According to the General Secretary, who sponsored the resolution put forward during the discussion on unemployment, this Economic Council would be made up of representatives from the federal and provincial Governments and from employer and



More members of the CCCL's 1959-60 Executive (left to right): 4th Vice-President Adrien Plourde; 7th Vice-President Jeanne Duval; Canon Henri Pichette, General Chaplain; 6th Vice-President Daniel Lessard; 5th Vice-President Guy Thibodeau, only newcomer to vice-presidential ranks; and 3rd Vice-President Rosario Gosselin

employee organizations. Its main duties would be to inquire into the causes of economic slumps, the economic structures of the country and markets, and to make recommendations to the various levels of government as to the steps to be taken to attain full employment and maximum prosperity.

The convention further requested that the federal Government conclude agreements with provincial and municipal Governments to secure, by means of public works, work for all available Canadians.

Moreover, as suggested by the Assistant Director of the Education Service, the CCCL decided to set aside a sum of money for research on the problems of unemployment. Mr. Lefebvre deplored the lack of information on unemployment, particularly on seasonal unemployment.

Mr. Marchand explained that the Economic Council, as contemplated by the CCCL, would act as "the conscious brain of economic activity in the country." He added that this Council, authorized at first to make surveys and recommendations, could later be given power to apply its own suggestions.

"Such a council, the General Secretary remarked, could some day replace the Senate!"

Biennial Conventions

Following the example set by the CLC, the CCCL will hereafter hold its conventions every two years only.

The next convention, however, will be held in 1960, at a place and on a date to be set by the Executive.

Among the reasons given for the change are: the heavy expenses incurred at a convention; the example set by the CLC; the need to devote more time to guidance and administration of the organization outside of convention time; and, lastly, the holding of conventions by the federations and central councils.

Resolutions

During the six days of discussions, the convention studied some 125 resolutions. Besides the resolutions mentioned above, the convention gave the Executive Committee the following instructions bearing on problems pertaining to federal or provincial government jurisdiction and also to internal jurisdiction.

At the Federal Level

Implementing the moral report of the General President, who charged the Quebec Labour Relations Board with denying the right of association, the convention recom-

mended that the Executive Committee urge the federal Government to request the International Labour Organization to inquire into union freedom in Ontario, particularly in the province of Quebec.

At the request of the National Metal Trades Federation, the delegates approved some ten resolutions dealing with the marine industry.

They specifically recommended:

- that the marine industry be put under federal jurisdiction as far as wages and working conditions are concerned;

- that fishing vessels operating in Canadian waters be built in Canada;

- that one of the three members of the Canadian Maritime Commission be a representative of the labour movement;

- that repairs to ships of Canadian ownership be made in Canada, under penalty of a 50-per-cent ad valorem duty;

- that Canada fit out an autonomous inland merchant marine;

- that Canada maintain and operate an inland and high seas merchant marine.

The convention also requested the federal Government to:

- Nationalize the Bell Telephone Company;

- Establish loans to housing at a maximum rate of 3 per cent over a period of 30 years;

- Grant old age pensions at age 60 instead of 65;

- Pay unemployment insurance benefits during the whole period of unemployment;

- Contribute to the unemployment insurance fund an amount equal to the employer and employee contributions, that is, one third.

At the Provincial Level

Among other things, the convention requested from the provincial Government:

- Immediate participation of the province in the national health insurance plan;

- Establishment of free education at all levels;

- A public inquiry into hospitals, bearing, among other things, on the costs of hospitalization, the quality of services rendered, the wages paid hospital employees and, finally, the turnover in hospital personnel;

- Enacting of legislation providing two weeks paid vacation and eight paid statutory holidays for all Quebec workers;

- In cases of under 20-per-cent disablement due to industrial accidents, the paying of full amount of pension within three months after permanent disability has been established;

—The hiring by the provincial Government of a safety officer for all groups of 250 workers.

Internal Jurisdiction

With regard to internal matters, the convention adopted a number of amendments, the most important of which provide:

—An increase of 5 cents a member a month in per capita dues;

—Publication every two weeks instead of weekly of the CCCL journal *Le Travail*;

—The holding of "union solidarity" days in the different parts of the province;

—The study of a plan for a mutual insurance society.

Elections

Roger Mathieu, Montreal Journalists' Syndicate, was unanimously re-elected General

President of the CCCL. Jean Marchand, General Secretary, was also re-elected unanimously, for a twelfth term.

The CCCL elected a new Treasurer, Jacques Dion of Quebec, who ran against the former Treasurer, René Bélanger, and a third candidate, L. P. Boily.

Vice-Presidents elected were: 1st Vice-President, René Gosselin, Granby; 2nd Vice-President, Angelo Forte, Montreal; 3rd Vice-President, Rosario Gosselin, Quebec; 4th Vice-President, Adrien Plourde, Arvida; 5th Vice-President, Guy Thibodeau, Shawinigan; 6th Vice-President, Daniel Lessard, Thetford Mines; and 7th Vice-President, Miss Jeanne Duval, Montreal.

Guy Thibodeau, replacing Horace Laverdure of Montreal, who did not run, is the only new figure among the Vice-Presidents.

Third Annual Convention of the Ontario Federation of Labour (CLC)

Discusses steps necessary to put labour-backed political party into power in Canada, and means to obtain better relationship between labour and country's media of communication. David Archer re-elected President for his second term

Essential steps for putting a labour-backed political party into power in Canada, and better relationship between labour and the communication media of the country were extensively discussed by the 768 delegates to the 3rd Annual Convention of the Ontario Federation of Labour, at Niagara Falls from November 2 to 4.

The importance attached to the proposed new labour party was indicated by the attendance of more than 800 delegates and visitors to the convention at a special pre-convention session, sponsored by the OFL Political Action Committee, held November 1.

More than 100 resolutions dealing with automation, wages, working conditions, provincial and federal labour laws and other matters of interest to labour were dealt with by the delegates. When the convention was adjourned, a number of resolutions were turned over for attention to the incoming executive.

David Archer, elected President of the Federation last year, was returned to that post by acclamation; Douglas Hamilton was re-elected Secretary-Treasurer.

Attending the convention were 722 delegates from 366 local unions, 36 delegates from 24 labour councils, and 10 officers, for a total of 768.

Arthur Kent, President of the Niagara Falls Labour Council, was chairman of the opening session. Delegates were welcomed to the city by Mayor Franklin Miller, and Reeve E. Mitchelson of Stamford Township. Ontario Labour Minister Charles Daley extended the welcome of the province.

The proposed New Party will be launched at the founding convention, to be held "in the fall of 1960, or more likely in the spring of 1961," said Donald C. MacDonald, MPP and Ontario CCF leader, a guest speaker at the convention. Education work in connection with the party is continuing, he said, and "before the end of the year the National Committee will publish two pamphlets, one dealing with the constitution, the other dealing with policy."

Hazen Argue, leader of the CCF in the House of Commons, praised the idea behind the formation of the New Party and predicted that it would succeed in its objectives despite all opposition.

President's Address

Fee-charging job agencies in Canada were severely criticized by OFL President Dave Archer, charging that they "exist for the purpose of preying on jobless workers."

Mr. Archer called some of the agency operators "modern-day finks who will gladly undertake to break a strike or a union by supplying non-union workers to the employer; collect from the worker and the boss. They charge a registration fee of \$5 or more just to put a man's name on their list and then relieve him of from a week's to a month's pay if and when they find him a job."

Mr. Archer noted that these operators had no knowledge of or interest in employment problems, and their operating equipment in many instances consisted of a desk, a telephone, a telephone directory—and, no doubt "a cash box."

He said it was up to the Federation "to see that the Ontario Government takes prompt action to eliminate this exploitation of the unemployed. He added that it was unfortunate that last year the Unemployment Insurance Commission had managed to get a regulation approved outlawing any fee-charging agency only to see it rescinded by the Government as unconstitutional before it could be put into effect.

Coupling together his remarks on unemployment and automation, Mr. Archer said that unemployment in Canada at the present time is the highest in the English speaking world outside of the British West Indies, and that the situation is getting worse.

"Every time some new automatic or semi-automatic machine goes into operation it eliminates one or ten or fifty job opportunities," and what is needed "is the opening up of new opportunities to compensate for those that have been lost..."

He noted that at the present time there are 2,350,000 persons in the Ontario work force and that this number will be increased tremendously during the next 10 years as the children of postwar marriages reach working age.

"So far," said Mr. Archer, "the Government has made no effort whatever to grapple with the basic problems of unemployment; management's answer to workers displaced by automation in most cases is to tell them to lay down their tools and leave without making a fuss... The future prosperity of Canada depends to a great extent on how well and how soon we solve the problem of unemployment."

He pointed out that the OFL has repeatedly demanded that the Government undertake long-range planning of investment in order to ensure a more regular rate of growth in various industries, and had made urgent requests for official investigations into the effects of automation. Industry had been requested to take responsibility for retraining displaced workers to do the new jobs that labour has been assured will

be opened up by the use of modern machinery and production techniques. But, Mr. Archer said, not enough has been done in answer to these requests.

Claude Jodoin

CLC President Claude Jodoin, in order to clear up the controversy that arose over a speech he delivered at Winnipeg last August, told the convention that the move for a new Canadian political party has the unreserved support of the Canadian Labour Congress.

Mr. Jodoin said it had long been known that the CLC did not plan to affiliate as a body with the new party, although it supported the idea and hoped its affiliated unions would join up.

He pointed out that the Congress, "consisting of a large number of affiliated but autonomous organizations must leave complete freedom of choice to each union on the question of affiliation, and must remain free to carry out its legislative functions in relation to any government," a position, he was certain, that in no manner implies lack of support for the new party.

A widely distributed press story after the Winnipeg meeting said Mr. Jodoin had "splashed cold water" on the CLC's supporting a new political party.

Commenting on the denial the month before of a wage increase for federal civil servants, despite the recommendation of the Civil Service Commission, Mr. Jodoin advocated collective bargaining rights for federal civil servants. The federal Government employees, he said, "constitute one of the few groups of wage and salary earners still barred from the right to engage in collective bargaining.

"We urge the Government to consider the serious harm it is doing to the morale of its employees by treating them as second-class citizens so far as collective bargaining rights are concerned."

The convention later unanimously voted to support federal and provincial civil servants in "their fight for decent treatment," and to demand that these governments recognize the right of civil servants to proper collective bargaining processes.

Donald MacDonald

CLC Secretary-Treasurer Donald MacDonald told the convention the Canadian Labour Congress, representing as it does directly about one quarter of the Canadian people and indirectly far more, has a stake in a new political party that will give it the kind of representation that it needs and is entitled to in the Parliament and Legislatures of Canada.

He said it should come as a surprise to no one to find the CLC participating in the creation of a new political force in Canada. "It is doubtful," he remarked, "if there was a time in Canada or in the United States when organized labour did not have some kind of commitment in relation to political events of the day."

There are some in the labour movement who justify their opposition to political action by their professed adherence to the policy laid down by Samuel Gompers. Mr. MacDonald believed these persons were "deluding themselves if they think that by supporting the Gompers policy they are supporting non-intervention in the political life of their country."

Samuel Gompers "was not opposed to political action," said Mr. MacDonald. He was very much in favour of it. His policy was one of direct political action geared to the structure of the American Government, which is so very different from that of Canada. His suggestion was to "reward your friends and punish your enemies."

In the opinion of Mr. MacDonald, "you do not reward your friends nor do you punish your enemies by sitting idly with folded hands during an election."

Our Parliamentary system of Government is such that if we are to reward our friends and punish our enemies, we can do so only if we distinguish between them in terms of parties and not as individuals, he declared.

Mr. MacDonald said that labour-management relations are now a three-party rather than a two-party affair, and that the character of the third party, the Government, is a matter of considerable importance to labour.

"The kinds of alliances that exist in the United States and that cut across parties are virtually unknown here. We know what the old-line parties stand for. We know that if we wish to reward our friends, we will not find them there. If we wish to punish our enemies, we can do so in one way, and in one way only, that is to replace them with our friends and that, in turn, means replacement by a party other than one of the old-line parties."

Morden Lazarus

Morden Lazarus, Political Action Director of the Ontario Federation of Labour, informed delegates that there had been the closest co-operation in the recent Ontario election between the CCF Party and the OFL.

Of the \$30,789 spent by the CCF for the entire campaign in the whole province, PAC contributed one-third, obtained en-

tirely through labour councils. It marked the first time that PAC had established objectives for labour councils and asked them to appeal to the locals. No direct approach to the locals was made. Nineteen labour councils responded.

It was emphasized by Mr. Lazarus that the PAC contribution to the central campaign did not represent all the financial assistance from trade unions to CCF candidates. More money was donated at the local level to the constituency than to the provincial fund.

Mr. Lazarus noted that there was need for greater support for the new political party and suggested that the way to get that support was through a basic educational program.

Public Relations

In a public relations forum, held as an evening session in conjunction with the convention, Ontario's labour leaders were advised to stop criticizing the press and make their own good deeds more widely known.

Speakers at the forum stressed that the labour movement should:

- Stop complaining about newspaper attacks on labour and talk about labour's community welfare projects;

- Get more labour leaders into community welfare organizations;

- Get the chip off the shoulders of labour leaders who complain because the newspapers do not agree with everything they do;

- Admit the press to all labour council deliberations;

- Get away from name-calling and adopt a positive attitude;

- Differentiate between news stories and editorials.

Jack Williams, Public Relations Director of the Canadian Labour Congress, summed up the matter by saying: "We don't make enough effort to let our own good deeds be known."

Resolutions

Two "emergency" resolutions were adopted unanimously by the convention. One recorded support for the Steelworkers "in their fight against the robber barons" of the U.S. steel industry. The other was in support of federal and provincial civil servants "in their fight for decent treatment" and urged the federal and Ontario governments to recognize the right of civil servants to proper collective bargaining processes.

In other resolutions, the convention urged the provincial Government to:

- Give serious consideration to providing a completely free higher education to those with proven ability;

- Establish a minimum wage of \$1.25 per hour for both male and female employees in Ontario;

- Make changes to the Fair Employment Practices Act, 1951, to prohibit discrimination in hiring on the grounds of age;

- Amend the act that limits municipalities to contributing only 50 per cent of the total cost of group life insurance, pensions and other such welfare benefits for its employees;

- Amend the present hospital act to provide that all diagnostic services be included in the Ontario Hospital Services Commission Act 1957;

- Amend the Hours of Work and Vacations With Pay Act to reduce the present 48-hour work week to a 5-day, 40-hour week, and make possible payment of time-and-a-half for all time worked in excess of the 5-day, 40-hour week;

- Amend the Judicature Act to prohibit the use of *ex parte* injunctions in labour disputes;

- Delete section 78 from the Ontario Labour Act, and restore the fundamental right of municipal and county employees to bargain collectively with their employers if they so desire;

Adopt legislation similar to that in Saskatchewan, requiring that every employer observe eight statutory holidays per year, providing for holiday pay whether or not a particular holiday falls within the working week, and stipulating that additional pay at not less than one and one-half times the regular rate be paid for any work performed on a paid holiday.

- Enact legislation to provide for two weeks vacation after one year of service and three weeks vacation after five years of service, and have vacation pay calculated on an employees' gross earnings for the vacation year;

- Review the Workmen's Compensation Act every four years, by a committee composed of an equal number of representatives from employers and organized labour;

- Change workmen's compensation permanent disability benefits from the minimum of \$100 per month to \$25 per week and temporary disability benefits from the minimum of \$15 per week to \$25 per week, the increases to apply to all those now drawing benefits.

Another resolution asked the provincial Department of Public Works to refrain

from employing as tradesmen persons who are not qualified tradesmen.

Premier Frost of Ontario was asked in another resolution to make public his representations to the federal Government in connection with the Canadian textile industry and explain why his talks on the subject with Prime Minister Diefenbaker have been ineffective.

The CLC was asked to convey to the federal Government the need for world disarmament so that the wishes of working people for a permanent peace be realized.

The Ontario Federation of Labour was requested to take all possible steps to ensure passage of a pension plan, instituted through government agencies, to assure adequate pensions for all Canadians; and to go on record as favouring the idea of portable pensions and do all possible to have them become a reality.

It was proposed that the OFL endorse the recommendation of the Unemployment Insurance Commission, and exert pressure on the federal Government, through the Canadian Labour Congress, to have the Unemployment Insurance Act amended to make it compulsory to include hospital employees.

One resolution proposed that a drive be organized and undertaken between now and the founding convention of the "New Party" to get local unions committed to the support of the CLC New Party resolution, that the OFL recommend to the National New Party Committee that locals which endorse the resolution be assured of representation at the founding convention on an equitable basis to be decided by the National Committee, and that the OFL carry out the program and policies of the National Committee to the fullest possible extent.

A proposal that the OFL hold conventions two years rather than annually was rejected.

Elections

David Archer was re-elected by acclamation for a second term as President. George Hutchins of the International Union of Electrical Workers was nominated but declined to stand for election.

Douglas Hamilton, Secretary-Treasurer, was returned to office when he defeated Stan Thornley of the United Rubber Workers by a vote of 559 to 93.

Sixteen were nominated for the ten vice-presidencies. Nine of last year's vice-presidents were re-elected and Edward Liness, International Hod Carrier's, Building and

(Continued on page 1502)

Training for Provincial Department of Labour Personnel

Nova Scotia and New Brunswick join in providing one-week course for personnel in their departments of labour, first provinces to make use of course outline prepared by the Canadian Association of Administrators of Labour Legislation

The first course to be held for the training of provincial Department of Labour personnel was conducted at Truro, N.S., from September 14 to 19 by the Institute of Public Affairs, Dalhousie University, at the request of the Nova Scotia and the New Brunswick Departments of Labour.

These two provinces were the first to make use of Part I of a training syllabus for labour inspectors that was drawn up last year by the Canadian Association of Administrators of Labour Legislation with the assistance of the federal Department of Labour.

Twenty-five provincial Department of Labour staff members attended the one-week course. They represented various divisions within their department. Two observers were present from the Quebec Department of Labour and a senior member of the Ontario Department of Labour acted as an instructor.

The purpose of the course was to develop further the type of resourcefulness, judgment and efficiency that assures maximum performance on the job, and, to achieve this, the course was designed to improve skills, increase knowledge, and broaden viewpoints.

The course had four parts: (1) personal skills for the job, 16.5 hours; (2) the labour inspector at work, 6 hours; (3) the provincial Department of Labour, 3 hours, and (4) the nature of our industrial society, 7.5 hours.

Course instructors included university professors of commerce, economics, public administration, and social work; industrial relations and public relations officers from industry; labour and management spokesmen; provincial Department of Labour officials, and representatives of the federal Department of Labour and federal Civil Service Commission.

Almost every lecture was followed by a group discussion and question period.

Personal Skills for the Job—This unit of the course included sessions on inter-personal relations and group behaviour, communications and human relations within a department of labour, principles of imparting information and instruction, techniques of interviewing, and public relations.

The fundamental principles of administration and methods of improving reading comprehension and speed were dealt with. An hour of instruction was given daily in report and letter writing, with special attention to purpose, content and composition.

The Labour Inspector at Work—One session a day was spent dealing with the nature of the labour inspector's job and its problems. Care was taken to delineate the inspector's role in carrying out responsibilities delegated from the provincial Legislature, through the Cabinet, to the departmental personnel. Relative merits of persuasion, versus the threat of litigation, were examined in terms of administrative and discretionary powers granted by legislation.

The Provincial Department of Labour—Lines of administrative responsibility and communication were examined and interpreted with reference to the official organization chart of the Government of Nova Scotia and its departments. Functions of the civil servant as agent and adviser were discussed in terms of the need for maintaining appropriate personal initiative within a necessary complex of administrative responsibility.

Our Industrial Society—This portion of the course provided a background survey of the continuing Industrial Revolution and the society it has produced. The historical influences which brought departments of labour into existence were discussed as well as the character of the current social and labour legislation. Federal and provincial jurisdictions were reviewed, with particular attention to labour legislation in Nova Scotia and New Brunswick.

The Canadian Association of Administrators of Labour Legislation sponsored the preparation of a course outline that could be used by any labour department in Canada in developing a training program for its inspectors and other personnel. Part I of the syllabus, used by the labour departments of New Brunswick and Nova Scotia for the course described in this article, deals with general training and is designed to give the trainee a knowledge of the functions

and organization of a labour department, the history and development of labour legislation, the role of the labour inspector—his qualifications, duties, responsibilities, conduct, and relations with the public—and to provide instruction in basic inspection procedures and in such skills as report and letter writing and public speaking. Part II, when completed, will cover specialized training for safety inspectors, apprenticeship supervisors, and others.

Rehabilitation Nursing Seminars

Saskatchewan medical organizations sponsor two three-day seminars designed to disseminate latest information on physical rehabilitation techniques in nursing profession. Employer's insurance rates do not rise when he employs disabled

Two three-day seminars on rehabilitation nursing were held in Saskatchewan last month to disseminate as widely as possible among the province's nurses the latest information on physical rehabilitation techniques in the nursing profession.

Participants, who came from hospital training schools, the Victorian Order of Nurses, public health services, and from among supervisory nurses at special hospitals, are expected to teach what they learned at the seminars to nursing students and staffs at their institutions.

The project, first of its kind in Saskatchewan, was sponsored jointly by the Saskatchewan Registered Nurses Association, the Victorian Order of Nurses, the provincial Department of Public Health, the University of Saskatchewan School of Nursing, the Saskatchewan Physical Therapists Association, the Saskatchewan College of Physicians and Surgeons, and the Provincial Co-ordinator of Rehabilitation.

* * *

There is no basis for an employer's fear that his insurance rates will go up because he employs disabled persons on his staff, says Dr. Gustave Gingras, Executive Director of the Rehabilitation Institute of Montreal.

The belief that the rates will go up, says Dr. Gingras, "is based on complete misunderstanding of the compensation procedures, since the employment of impaired workers does not affect the insurance rates, which are based on the relative hazards of the industry and the employer's previous accident experience.

"It has been clearly shown that the accident rate is not increased when the disabled are properly placed. We can look forward to more interest and action on the part of employers as soon as they realize that there is no essential danger of higher insurance cost as a result of employing the physically handicapped.

"The establishment of second injury provisions protects the employers from any additional costs by providing for the payment of compensation from a second-injury fund for any additional disability arising from the combination of first and second injuries.

"These provisions hold the current employer liable only for the second injury," Dr. Gingras explained.

Declaring that undue importance was attached to the danger of second injuries, he referred to a study that showed that of 3,376 cases, only 12 had sustained a second injury.

He said it had been conclusively shown that handicapped workers compare favourably with the non-disabled on four main points: less absenteeism, greater reliability and better work habits, lower personnel turnover, and equally good job performance.

* * *

Operation Reliance Inc., a manufacturing company in North York staffed entirely by handicapped persons (L.G., March 1958, p. 263), has been self-sustaining since April, according to its recent annual report. By July 31, profits had totalled \$2,810.

The enterprise, which began two years ago with nine disabled employees, has expenses and operating costs comparable to any other company—it pays standard wage rates—yet has been able to meet competition, both as to prices, quality of product, and delivery dates. Sales in the two years have totalled more than \$80,000.

The company now has a large backlog of orders, large enough to make the directors consider a move to larger premises. Among the concerns placing orders with Operation Reliance Inc. are Northern Electric, Ford, Collins Radio, Diwalt Sales, Joy Manufacturing, and International Business Machines.

* * *

Aims and objectives of the Western Canada Epilepsy League were stated recently in a circular letter. They are:

—To provide educational programs for all interested persons; to acquaint them with the problems of epileptics and epilepsy itself;

—To assist epileptics in their efforts to find employment in private industry;

—To provide social and recreational activities of a safe and adequate type necessary for the fullest measure of livelihood possible;

—To provide sheltered workshops, residence, health units and rehabilitation centres for epileptics in Western Canada;

—To do whatever possible to provide a better life for epileptics.

Minister's Campaign Arouses Interest

By mid-November 2,500 replies had been received to letter to employers outlining older worker problem and seeking help in solution; hundred a day still arriving

The Minister of Labour's campaign to create a more favourable employment climate for older workers (L.G. Nov., p. 1172) is arousing considerable interest.

By the middle of November approximately 2,500 replies had been received to the Minister's letter to employers from coast to coast outlining the problem of the older worker and asking their assistance in finding a solution. They indicated considerable interest on the part of industry. At that time letters were still arriving at the rate of 100 or more a day.

Significant information is emerging from this growing wealth of information. Included is the fact that many companies are raising retirement ages from the generally accepted "age 65" to 67, 68 and in several cases to 70. Among the reasons given for such action were: spreading contributions to pension plans over a longer period tends to lower costs; it makes entry to pension plans possible at a later date and thus facilitates the hiring of older workers; and it enables the retention of valuable employees for longer periods of service.

Another significant item is the fact that some of Canada's largest employers, who are usually involved with all the factors so frequently cited as reasons for arbitrary age limits in hiring, such as pension plans, collective agreement provisions, promotions from within, etc., are successfully utilizing the services of older workers.

Pension plans are frequently given as a deterrent factor to the hiring of older workers and several employers have mentioned the desirability of more portability in pensions. Portable pensions were discussed in a paper by J. C. Maynard, The Canada Life Assurance Company, entitled "Portable Pensions," which was recently presented to the Institute of Public Administration:

The term "portable pension" is a new one in the terminology of Canadian pensions and requires a definition. A member of a private pension plan may leave the plan for reasons other than death or retirement and may retain, in the form of a pension, some or all of the values which have accrued to him under the plan. If this happens, then that pension which he retains may be defined as a portable pension. In some private pension plans all of the

accrued pension is portable but in most plans this is not the case. The lack of complete portability has been discussed widely in the last two or three years under three main headings: equity between persons who change employment and those who do not, the mobility of labour and the employment problem of the older worker.

Commenting on the problem of the older worker, Mr. Maynard said:

There is no doubt that most older workers who do not have employment for one reason or another have greater difficulty in obtaining it than younger workers. The terms of pension plans are one of the important influences on this problem. One way in which pension plans could assist would be in providing portable pensions. The older worker could then assure a new employer there was no need to build up an entire pension in a short period. I think we can leave the topic of the older worker with the comment that although a greater degree of portability would be helpful, it should certainly not be regarded as a complete solution of the problem.

* * *

Notes from the United States

Economic Aspects of Aging and Employment—Self-employed persons in business and the professions do not usually elect to retire at age 65 if they are in good health and if retirement means substantial economic sacrifices, states Dr. Charles E. Haines, Director of the Employment and Retirement Section of the National Committee on the Aging. What would rank-and-file workers in industry choose to do at age 65 if given a choice—work or retire?

This question was addressed to 64-year-old male employees in a survey recently sponsored by the Employment and Retirement Committee of the National Committee on the Aging. Forty-seven participating corporations, each employing 10,000 or more persons, supplied information indicating that, on average, about one half of male employees interviewed in these corporations would elect to forgo Social Security and private pension benefits at age 65 and continue working in their regular jobs, and about two-thirds to three fourths of all male employees who want to work after 65 are acceptable to management for continued employment in their regular jobs.

Women Workers' Opportunities and Needs

ILO prepares working paper on recent trends in women workers' opportunities and needs for use at recent meeting of consultants on problems of women workers

"Recent Trends in Women Workers' Opportunities and Needs" was one of the four key questions considered at the first meeting of the Panel of Consultants on the Problems of Women Workers of the International Labour Organization. In preparation for the meeting the ILO Secretariat produced a working paper on the subject, from which the following excerpts have been taken.

Preparation for Work

Vocational training—"There appear to be a whole series of developing needs and problems for women relating to vocational training. Some of these needs and problems are general, affecting boys as well as girls, men as well as women; for example, the adaptation of training to new industrial developments and methods of work. Others are more special to girls and women. These include: equality of access to training facilities of all kinds and at all levels (even those closed to women by virtue of tradition); development of appropriate facilities and methods for the training of girls and women for certain occupations in which very largely women only are employed; greater realism in the training programmes; and constant review and revision of admission policies, and training curricula in the light of changes in women's economic opportunities and preferences as well as in the light of such other factors as technological change...

"However, perhaps the most important thing is a change of attitude towards the role of women in society and growing social awareness of the fact that their vocational preparation is an important matter to the society as a whole.

"It is perhaps equally clear that action to improve and to modernise the vocational preparation of girls and women for work life is a prerequisite to all other action aimed at bettering their conditions and status as workers.

On-the-job training—"It would seem to be necessary... to provide wider opportunities for women to acquire further training on the job and to encourage them to develop their skills and capacities and to raise the level of their productive qualifications. Experience in a number of countries has indicated that employers sometimes tend to neglect this form of training

for their women workers on the ground that turnover among them may be high and also that women themselves often tend to take inadequate advantage of such facilities as do exist for developing their working skills on the like ground that they are simply 'passing the time' until marriage. Both these attitudes may change should the tendency persist for larger numbers of married women to remain in employment for some years after marriage and to return to employment after the active years of motherhood.

The transition between school and work—

"In many cases, the transition between school and work is very abrupt and for girls even more than for boys may be a particularly difficult period of adjustment.

"In some of the more highly industrialized countries, a growing amount of attention is being given to the needs of adolescent girls brought directly from school into work life in big industries. The girls are usually very young—15-16 years of age, and in an important period of formative development. In many cases, too, they are aware that by reason of their lack of vocational qualifications no real vocational 'career' is open to them; and at the same time, their future married life is still both uncertain and usually rather unrealistically conceived. This, while as much a social as a work problem, has many practical implications, more particularly for employers and trade unions and for youth organizations...

"Certain recent inquiries into youth problems suggest that the initial adjustment of girls to modern work life outside the home is perhaps far more significant to them and to society than has so far been recognized in social and industrial practice."

The Older Woman Worker

Vocational preparation—"The trend towards a resumption of work outside the home by women who have withdrawn from employment for a number of years for one reason or another is bringing with it new needs for vocational counselling and many of these women need realistic advice and most need encouragement as well. In many cases, refresher training is necessary, both to re-acustom the women to the pace and character of the work and to familiarise them with new methods or techniques. In

other cases, basic training is necessary in order to give the women employability in a changed employment situation. It is probable that rather more adequate and flexible counselling and training arrangements for older women entering employment for the first time or re-entering employment can make a substantial contribution both to the productive efficiency of these workers and to the solution of some aspects of the problem of unemployment among older workers...

Working conditions—"In addition to the problems of vocational counselling, re-training and placement which arise for these women, there are also many problems in the field of working conditions: remuneration, holidays, employment security and social security, retirement, and so forth. These problems have rarely been raised up to now, because those most directly concerned have not as a rule been disposed to raise them for fear of jeopardising hard-won jobs. Sooner or later, however, it will doubtless be necessary to look more closely into this matter with a view to ensuring reasonable and equitable conditions of work for this category of women workers, in their interests and also in the general interests of all workers.

Part-time work—"One of the most widely affirmed needs of women workers, more especially married women and older women, is for part-time work permitting them to fulfil their varied responsibilities without too great risks to their health and without exposing them to the serious depreciation of working capacity which is an almost inevitable consequence of prolonged absence from the employment market.

"Clearly there are certain pitfalls to be avoided—in particular, the development of unfair competition with the full-time and part-time workers, special conditions affecting eligibility of part-time workers for social security, and so on. Moreover, the interests of the employers require full consideration: do, for example, part-time workers cost more than full-time workers in the long run? If so, have they any compensating qualities as workers? From the standpoint of many women workers, part-time work has only a positive side—for them, for their families, for the community as a whole; others fear extension of part-time work may prejudice full-time career opportunities for women."

Opportunities for Advancement

"While barriers to the admission of women to certain professions, occupations and industries have been breaking down, the same barriers are building up at the

higher levels of responsibility and skill within these professions, occupations and industries and constituting increasingly serious obstacles to the career-advancement of women. In some of the industrially developed countries, particularly, many of the vestiges of discrimination against women are beginning to concentrate, not around access to employment or occupation, but around the question of promotion opportunities.

"Research has shown that many different factors limit women's opportunities for promotion and govern employers' feelings that women are not a good promotion 'risk' or 'investment'. Again, as in other matters relating to women's employment, there seems to be some tendency to assimilate individual cases to the general characteristics ascribed to women workers. It is also possible that the changing work patterns of women may modify this tendency and make it easier for women workers to advance within their chosen occupational channels on their own merits and with less dependence on the qualities commonly associated with their sex."

An Educational Approach

"In many countries, there seems still to be an overriding need for what might be called an educational approach to problems relating to women workers and their working conditions. If employers—and in many cases the trade unions—understood more clearly what the real needs and desires of women workers are, more would be done to meet them wherever possible. If women workers understood more clearly what their rights and responsibilities are as workers and took a greater interest in their contribution to economic activity, then they would find their problems easier of solution. If they played a greater part in trade union activities, doubtless the trade unions would be more active in defence of their legitimate practical interests. If they displayed a firmer commitment to work, turned in a better work performance and sought to increase their skills and capacities, management would take more interest in their professional advancement...

"In looking towards the future, there would seem to be clear signs of a continuing erosion of traditional attitudes towards women's employment and a constantly widening area of opportunity for women in all sectors and at all levels. It would seem equally clear that this evolution will be accompanied by a practical action aimed at improving the efficiency and meeting the real needs and problems of women as workers, whatever form the action may take in different countries and regions."

50 Years Ago This Month

Toronto scene of 29th annual convention of American Federation of Labour, which brought together 316 delegates. Hull, Que., teachers given \$10-a-year increase and Moncton, N.B., textile workers have work week reduced from 60 to 49 hours

Toronto was the scene of the 29th annual convention of the American Federation of Labor—from November 8 to 20, 1909. It was attended by 316 delegates representing 88 national and international unions, 22 state federations, 14 trade and federal labour unions and 16 fraternal organizations.

Hon. W. L. Mackenzie King, Minister of Labour, sent a telegram expressing regret at being unable to be present and good wishes for the success of the convention. Addresses of welcome were given by the Mayor of Toronto, the Minister of Public Works for Ontario and the President of the Trades and Labour Congress of Canada.

In a short speech on the international labour movement, Samuel Gompers, President of the Federation, said that there was a greater percentage of Canadians in executive positions in the international unions, in proportion to their numbers, than there were natives of the United States. He also stated that, in proportion to the amount contributed, as much was spent in Canada out of American trade union funds as was spent in the United States, if not more.

"The report of the president dealt at considerable length with the injunction and contempt of court proceedings pending against President Gompers, Vice-President Mitchell and Secretary Morrison," the LABOUR GAZETTE of December 1909 said in its report of the convention.

The convention decided, the LABOUR GAZETTE reported, that if these officers "were compelled to serve the sentence imposed upon them by the court, they be paid salaries at the rate of \$5,000 per annum for the whole period of their incarceration".

The reports of the Secretary and the Treasurer showed receipts for the year as \$371,005.53 and expenditure as \$203,702.07, with a balance on hand of \$167,303.46.

The interim report of the Special Committee on Industrial Education, described by the LABOUR GAZETTE as "one of the most interesting documents laid before the convention," commended the technical education schemes undertaken by certain unions as deserving of the consideration of all unions. The unions specially mentioned in this connection were: the Typographers Union, the Electrotypers and Stereotypers, the Photo-Engravers, the Printing Pressmen,

the Granite Cutters, the Horseshoers' Union, the Patternmakers' League, and the Carpenters of Chicago and Cook County.

The Committee also favoured the establishment of trade schools in connection with the public school system. "The course of instruction in such a school should be English, mathematics, physics, chemistry, elementary mechanics and drawing; the shop instruction for particular trades and for each trade represented, the drawing, mathematics, mechanics, physical and biological science applicable to the trade, the history of that trade and a sound system of economics, including and emphasizing the philosophy of collective bargaining," the Committee's report recommended.

The report of the Hull correspondent in the December 1909 issue of the LABOUR GAZETTE included the following paragraph: "The only increase of wages in Hull of late was one granted by the school commissioners to teachers of both sexes. Ten dollars a year increase had been granted to about 40 teachers, whose pay varies from \$180 to \$225 a year."

In the previous paragraph he had reported that men working on an extension to the waterworks were being paid \$2.25 and \$2.50 a day; which, with steady work and the prevailing six-day week, would amount to about \$700 and \$780 a year.

The correspondent from Moncton stated that "The Dominion Textile Company, commencing with November 1, reduced the working hours of their operatives from 60 hours per week to 49 hours. About 250 hands are employed in the factory here, 50 of whom are men and boys. Hours are from 7.30 a.m. to 5.30 p.m., with four hours Saturday."

The Vancouver correspondent said that "The blacksmiths will be assessed one day's pay during the current year and one day's pay in 1910 to finance a campaign for an eight-hour day throughout the country."

A "pronounced" shortage of domestic servants in almost all portions of the Dominion was reported by the LABOUR GAZETTE. "The recent increase in activity in the lighter manufacturing industries has withdrawn a large number of young women from domestic service to employment in these establishments. Wages have been upward."

INTERNATIONAL LABOUR ORGANIZATION

Sixth Session of ILO Building, Civil Engineering and Public Works Committee

Adopts series of conclusions concerning young workers in construction industry and resolution on international migration of workers in the industry. Canada one of 20 ILO member countries to send tripartite delegations to the meeting

The Sixth Session of the ILO Building, Civil Engineering and Public Works Committee,* which met from October 19 to 30, adopted unanimously a series of conclusions concerning young workers in the construction industry and a resolution on the international migration of workers in this industry. Tripartite delegations from 20 ILO member countries attended the meeting.

The question of young workers in the industry, their situation and prospects, was one of two technical questions on the agenda for the meeting. The other was the international migration of labour in the construction industry.

In its conclusions on young workers in the construction industry, to which the attention of governments and employers' and workers' organizations in each country was drawn, the Committee stated:

(a) it is essential to ensure greater stability in the industry if young workers are to be attracted to it;

(b) this being understood, employers' and workers' organizations and governments—each in so far as they may be concerned—should take appropriate measures:

—to survey as far as possible, for instance by means of a periodical assessment, the need for additional workers in the industry;

—to attract them to the industry;

—to arrange for their recruitment, induction and training;

—to provide such environment, conditions of work and possibilities of advancement as will encourage young workers to make a life career in the construction industry.

On the basis of this declaration, the Committee set forth the measures it thought should be taken. It emphasized the importance of co-operation between employers' and workers' organizations and public authorities. It suggested preparatory vocational training and the granting of scholarships for supplementary training to advanced workers.

The Committee believed that:

—to attract and retain young workers in the construction industry, remuneration and conditions of work should stand comparison with those in other industries;

—too long a working day for the younger workers should, so far as possible, be avoided;

—the safety record of the industry is an important factor in recruitment.

The following countries were represented on the Committee: Argentina, Australia, Austria, Belgium, Canada, Denmark, Federal Republic of Germany, France, India, Israel, Italy, Japan, Mexico, The Netherlands, Sweden, Switzerland, the United Arab Republic, the United Kingdom, the United States and Venezuela.

Head of the Canadian delegation and Government Delegate was J. L. MacDougall, Industrial Relations Branch, Department of Labour. The other Government Delegate was H. H. Morritt, also of the Industrial Relations Branch.

Worker Delegates were: Joseph Arcand, Secretary of *La Fédération des Travailleurs du Bâtiment du Canada* (CCCL), and Harry Colnett, International Representative, Brotherhood of Painters, Decorators and Paperhangers of America (CLC).

Employer Delegates were: Raymond Brunet, Ed. Brunet & Fils Ltée., Hull, Que., and W. G. Malcolm, Malcolm Construction Company Ltd., Winnipeg. P. A. Savard of P. A. Savard Limitée, Ste. Foy, Que., and

*One of the ILO's industrial committees inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

Armand Trottier, Philippe Trottier Inc., Quebec, attended as employer observers.

Problems of the Building Industry

Reports on the two technical questions on the agenda were prepared by the International Labour Office for debate by the Committee.

In its report on the problems facing the building industry, the Office said that the need to adapt itself to the techniques of modern progress is undoubtedly one of the most serious problems facing the construction industry. Bulldozers, scrapers, dumpers, mechanical shovels and tower cranes are now used on construction sites throughout the world and have radically altered the nature of much work, particularly in civil engineering, which now uses the helicopter. Proposals have indeed been made for the use of nuclear devices for large-scale blasting and removal of rocks.

The introduction of new methods brings with it diversified social problems. The daily work of the workers is no longer the same; and the structure of the trade unions, as well as vocational training, may be appreciably affected.

Studying the development of the industry in various countries since the previous session, the report gives statistics of employment and unemployment in the last few years. In general, activity in the industry increased. At the same time, in several countries, development in the industry was affected by the economic recession of 1957-58, as well as by anti-inflationary measures.

However, stability in the construction industry is still a main preoccupation for governments, employers and workers because the rapid increase in the population of the world accentuates the need for housing, while economic progress throughout the world requires the construction of new factories, highways, hydro-electric schemes, etc.

Debate on Industry's Problems

The chairman of the Committee was Max Kaufmann, Government deputy member for Switzerland on the ILO Governing Body. During the plenary sittings, there was a debate on the most important problems facing the construction industry, such as long-term stability, the introduction of new techniques, the fight against accidents, and vocational training.

Replying to the debate, the representative of the ILO Director-General remarked: "The Committee has been shown that in this age in which the various branches of activity are in full expansion, there is a real danger for those who cannot overcome seasonal fluctuations."

He gave some details about the technical assistance activities of the ILO in the field of vocational training for workers in the construction industry in some of the developing countries.

He recalled that the ILO is creating, with the co-operation of the International Association for Social Security, an international information centre for safety and health, whose first notes will be published next January.

The Committee noted that the question of workers' housing was on the agenda of the International Labour Conference in 1960 and drew attention to a recommendation it had already made concerning national housing programs and full employment.

It further suggested that the question of the technological changes in the construction industry and their socio-economic consequences, and the question of vocational training and education in the construction industry in the less industrialized countries, should be placed on the agenda of the next session of the Committee.

The conclusions of the Committee will now be placed before the Governing Body of the ILO.

Panel of Consultants on Problems of Women Workers

The International Labour Organization's Panel of Consultants on the Problems of Women Workers, which met in Geneva from October 12 to 17, emphasized the crucial importance of the education and training of girls and women for work life and suggested that the ILO might draw the attention of governments to this question and to the possibilities of obtaining technical assistance in this field. The Panel was composed of 27 consultants representing, in equal numbers, governments and employers' and workers' organizations.

The chairman of the meeting was Mrs. Alice K. Leopold, Assistant to the United States Secretary of Labor. The vice-chairmen were: Walter Hauser, of the Austrian Federal Chamber of Industry, and Miss Maniben Kara, of the Indian Trade Union "Hind Mazdoor Sabha".

During their week's work at the ILO, the Panel considered the following four key questions: (1) recent trends in women workers' opportunities and needs, (2) conditions and problems of women working in agriculture, (3) women's wages, and (4)

ILO's future program as regards women workers.

The Panel is an advisory body and its discussions were designed to help the ILO orient and develop those aspects of its program of special concern to women workers. The members had a comprehensive discussion of the four key questions and set down in a paper their views on how the ILO program should be developed.

Regarding women working in agriculture, the Panel recognized the complexity of problems and the great diversity of national needs and conditions. It proposed that the ILO Governing Body consider placing the question of the employment and conditions of work of women in agriculture on the agenda of an early session of the ILO's Permanent Agriculture Committee.

The Panel noted that in its future work high priority would certainly need to be given to the question of equal remuneration for work of equal value with particular

reference to the principle of equal pay set forth in the ILO 1951 Convention on this subject.

It further suggested that the question of job classification and evaluation and other methods of objective appraisal of job content might usefully be studied and examined by the ILO Industrial Committees.

Next, the Panel urged that the ILO should continue to collect and co-ordinate statistical data relating to the employment of married women. It expressed the view that it was desirable to study the extent to which there are arrangements for the part-time employment of married women who choose to work, and the character of such arrangements.

The Panel also discussed other questions affecting women workers, such as the impact of technological change on women's employment, the problems facing older workers, domestic service workers, and the problems of industrial home workers.

143rd Session of Governing Body

A series of proposals relating to the ILO management development program were presented to the 143rd session of the Governing Body of the International Labour Organization by David A. Morse, ILO Director-General.

The broad aim of the management development program is to assist industrialists and managers, including directors and manager of public undertakings in the less developed countries, to develop further the insight and managerial skills that will permit them to make the best possible use of resources at their disposal for the benefit of their undertakings, the people employed in them, and the community as a whole.

The management development program is an extension of the ILO's program of assistance in raising productivity carried out successfully for the past seven years in nearly a score of countries, in the course of which a considerable amount of training of managers has been done.

The ILO does not undertake to train industrialists directly but, as in the case of ILO technical assistance programs in allied fields, assists in setting up new institutions, in the expansion of existing ones, and in the training of their staff so that the necessary management training facilities may be established on a continuing basis. The proposals were formulated by Mr. Morse with the advice of Donald K. David, former Dean of the Harvard School of Business Administration and a recognized authority on management training and development.

Under the methods already used in some countries, two types of courses are envisaged: study courses of short duration (3-5 days) for top management, and basic courses of 6-8 weeks duration for middle management.

The program set forth by Mr. Morse is flexible in character and is intended to be adapted as necessary within the limits of available resources to the particular needs of countries which seek the assistance of the ILO in this field.

The Governing Body was informed that the Government of the United Kingdom has indicated that it will welcome a mission to study the situation relating to freedom of association in that country. The British Employers' Confederation and the Trades Union Council have indicated to the Government that they would be ready to assist the ILO in making such a study. At the request of the Governing Body the ILO is undertaking a general inquiry into the question of freedom of association in the member states of the ILO. Studies have already been made in the United States and the Soviet Union, and Sweden has invited a survey mission to that country.

The Governing Body unanimously decided to place the following questions on the agenda of the 1961 session of the International Labour Conference:

—A general discussion on the problems and policies of employment;

—Equality of treatment of nationals and non-nationals in social security matters;

—Vocational training.

TEAMWORK in INDUSTRY

At the Woodstock, Ont., branch of Silverwood Dairies Ltd., labour and management are engaged in a joint project that is indirectly proving that a labour-management committee has a vital role to play in the operation of a small plant. Though the Woodstock branch employs a staff of only 45 men and women, its labour-management committee is making contributions on a scale one might expect to encounter only in a much larger organization.

Manager Harold Swanson has stated that when the committee was established in 1958 by the company and its employees—members of the Woodstock division of Local 647 of the International Brotherhood of Teamsters—a “no holds barred” policy was adopted.

“Criticism is welcome from any quarter,” explained Mr. Swanson. “Our main objective is to improve the Woodstock operation, and our members are prepared to explore every avenue to reach that objective.”

Discussion of safety regulations for the firm’s drivers and for plant and office personnel resulted in a proposal that a separate safety committee be formed. Such a group was subsequently organized, its membership made up of representatives from each department. Like the parent body, it holds regular monthly meetings and is responsible for the over-all plant safety and accident prevention program.

Plant and vehicle housekeeping routines, regular repair and maintenance schedules for all vehicles and production equipment, systematic inspection and grooming of the horses, and a plan to take care of all parking requirements around the dairy also arose out of committee activity.

On-the-job employee instruction, methods for reducing wasted effort and materials, the streamlining of salesmen’s routes to provide maximum customer service with minimum time loss, simplification of handling-packaging-shipping operations, employee morale and quality control of products have all received their share of scrutiny.

Members even became curious about how the sales department handles its end of the business—an interest which led to animated discussion of sales techniques used by the men on the milk routes, and consideration of incentive plans and other devices whereby sales might be promoted.

One of its key projects is a program of inter-departmental co-ordination to stimulate employee interest in all phases of the manufacturing and distribution processes. Periodic meetings arranged for the production, sales and office staffs keep the three groups informed on each other’s problems and objectives.

Not all the worthwhile ideas are generated by the committee members. The group encourages the active participation of all employees by using a novel variation of the suggestion plan. A current problem is written out in detail and posted on the plant bulletin board, and cash awards are paid for the best practical solution offered.

Early in 1959 the committee introduced its “Man of the Month” plan as a means of “publicly patting a man on the back for a good job.” One outstanding achievement of a candidate for the award was that of Ralph Walker, who is a foreman in the milk department. Mr. Walker received his citation “in recognition of the splendid effort to reduce milk losses at the dairy branch.”

“At one time, milk losses in the Woodstock branch ran as high as 8,000 pounds a month. The minimum average loss for an operation this size would be roughly 2,500 pounds. Mr. Walker built himself quite a reputation by chopping our average to 1,000 pounds a month. He achieved this figure by seeing to it that a little more care was exercised in every phase of our milk production program,” Mr. Swanson said.

Said Keith Tupper, union representative and current committee chairman: “We’re saving time and money. The men are more satisfied. Co-operation is better than ever before. Our morale is higher than it’s ever been. They (other small plants) should all try it. If they experience anything like the success we’ve had with our committee, they’d keep it.”

Added Anson Slater, chief steward of the Woodstock division of Local 647: “Right from the start it gave us something we never had before: a mutual opportunity for labour and management to understand one another. I would certainly urge small outfits to try a Labour-Management Committee. They might head off a lot of problems before things get rough.”

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during October. The Board issued eight certificates designating bargaining agents, ordered twenty-one representation votes and rejected two applications for certification. During the month the Board received 17 applications for certification.

Applications for Certification Granted

1. National Harbours Board Group, Churchill, Man., of the Civil Service Association of Canada, on behalf of a unit of employees of the National Harbours Board at Churchill, Man. (L.G., Sept., p. 914).

2. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of unlicensed personnel employed by the British Yukon Navigation Company, Limited, aboard the M.V. *Clifford J. Rogers* operating on the west coast. The Seafarers' International Union of North America, Canadian District, intervened (L.G., Nov., p. 1178). (See also "Applications rejected" and reasons for judgment, below).

3. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of unlicensed personnel employed aboard tugs operated by Young & Gore Tugboats Ltd., Vancouver. The Seafarers' International Union of North America, Canadian District, intervened (L.G., Nov., p. 1178). (See also "applications rejected" and reasons for judgment, below).

4. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW), on behalf of a unit of operations employees of *La Compagnie Nationale Air France* employed at Montreal Airport, Dorval, Que. (L.G., Oct., p. 1049).

5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company employed in its Regional Accounting Office, Merchandise Services, at Vancouver (L.G., Oct., p. 1049).

6. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of unlicensed personnel employed aboard the M.V. *Chenaga*, operated by Monarch Marine Products Ltd., South Burnaby, B.C. The Seafarers' International Union of North America, Canadian District, intervened (L.G., Nov., p. 1177). (See also "applications rejected" and reasons for judgment, below).

7. General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mechanics, drivers, and warehousemen employed by Arrow Transit Lines Limited, operating in and out of its Winnipeg terminal (L.G., Nov., p. 1177).

8. United Steelworkers of America, Local 5197, on behalf of a unit of longshoremen employed by Terminus Maritime Inc. at Sept Iles, Que. (L.G., Nov., p. 1178).

Representation Votes Ordered

1. Victor Gould, *et al*, applicants, and the National Association of Marine Engineers of Canada, Inc., Great Lakes and Eastern District, respondent, and the Gulf and Lake Navigation Company, Limited, respondent (L.G., April, p. 389). The Board ordered a vote of the employees following consideration of an application for revocation of certification (Returning Officer: Rémi Duquette) (See reasons for judgment below).

2. John Wood, on behalf of Rodrigue Castonguay, *et al*, applicants, and Transit Tankers and Terminals Limited, respondent, and National Association of Marine Engineers of Canada, Inc., Great Lakes and Eastern District, respondent (L.G., May, p. 474). The Board ordered a vote of the employees following consideration of an application for revocation of certification (Returning Officer: Rémi Duquette) (See reasons for judgment below).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

3. John Wood, on behalf of Alcide Landry, *et al*, applicants, and Branch Lines Limited, respondent, and the National Association of Marine Engineers of Canada, Inc., Great Lakes and Eastern District, respondent (L.G., June, p. 612). The Board ordered a vote of the employees following consideration of an application for revocation of certification (Returning Officer: Rémi Duquette) (*See* reasons for judgment below).

4. John Wood, on behalf of John A. Dodd, *et al*, applicants, and Mohawk Navigation Company Limited, respondent, and the National Association of Marine Engineers of Canada, Inc., Great Lakes and Eastern District, respondent (L.G., June, p. 612). The Board ordered a vote of the employees following consideration of an application for revocation of certification (Returning Officer: Rémi Duquette) (*See* reasons for judgment below).

5. John Wood, on behalf of Ross Robertson, *et al*, applicants, and Beaconsfield

Steamships Limited, respondent, and the National Association of Marine Engineers of Canada Inc., Great Lakes and Eastern District, respondent (L.G., June, p. 612). The Board ordered a vote of the employees following consideration of an application for revocation of certification (Returning Officer: Rémi Duquette) (*See* reasons for judgment below).

6. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Island Tug & Barge Limited, Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Oct., p. 1049). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe) (*See* reasons for judgment below).

7. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Canadian Tugboat Co. Ltd., New Westminster, B.C., respondent, and Seafarers' International Union of North America,

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Canadian District, intervener (L.G., Oct., p. 1050). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe) (*See reasons for judgment below*).

8. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Griffiths Steamship Co. Ltd., Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Oct., p. 1050). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe) (*See reasons for judgment below*).

9. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Gulf of Georgia Towing Co. Ltd., Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Oct., p. 1050). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe) (*See reasons for judgment below*).

10. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Vancouver Tug Boat Co. Ltd., Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Oct., p. 1050). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe) (*See reasons for judgment below*).

11. Canadian Brotherhood of Railway, Transport and General Workers, applicant, F. M. Yorke & Son Ltd., Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Oct., p. 1050). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe) (*See reasons for judgment below*).

12. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Great West Towing and Salvage Ltd., Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Oct., p. 1051). The Board directed that the name of both the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe) (*See reasons for judgment below*).

13. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Gilley Bros. Ltd., New Westminster, B.C., respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Nov., p. 1176). The Board

directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe) (*See reasons for judgment below*).

14. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Straits Towing Ltd., Vancouver, B.C., respondent, and Seafarers' International Union of North America, Canadian District, intervener (tugs) (L.G., Nov., p. 1177). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe) (*See reasons for judgment below*).

15. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Pacific Tanker Company Limited, Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Nov., p. 1177). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe) (*See reasons for judgment below*).

16. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Bute Towing Ltd., Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Nov., p. 1177). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe) (*See reasons for judgment below*).

17. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Straits Towing Limited, Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (barges) (L.G., Nov., p. 1177). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe) (*See reasons for judgment below*).

18. Brotherhood of Railroad Trainmen, applicant, Ontario Northland Railway, respondent, and the Order of Railway Conductors and Brakemen, intervener (conductors) (L.G., Nov., p. 1178). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: A. B. Whitfield).

19. Seafarers' International Union of North America, Canadian District, applicant, The Algoma Central and Hudson Bay Railway Company, respondent, and the Canadian Merchant Service Guild, Inc. (Eastern Branch), intervener (deck officers) (L.G., Nov., p. 1178). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: T. B. McRae).

20. Seafarers' International Union of North America, Canadian District, applicant, Quebec North Shore and Labrador Railway Company, respondent, and the Canadian Merchant Service Guild, Inc. (Eastern Branch), intervener (deck officers) (L.G., Nov., p. 1178). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: C. E. Poirier).

21. Seafarers' International Union of North America, Canadian District, applicant, Transit Tankers & Terminals Limited, respondent, and the Canadian Merchant Service Guild, Inc. (Eastern Branch), intervener (deck officers) (L.G., Nov., p. 1178). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: C. E. Poirier).

Applications for Certification Rejected

1. Seafarers' International Union of North America, Canadian District, applicant, The British Yukon Navigation Company, Limited, Vancouver, respondent, and the Canadian Brotherhood of Railway, Transport and General Workers, intervener (M.V. *Clifford J. Rogers*) (L.G., Nov., p. 1178). The application was rejected for the reason that, in the representation vote taken by the Board among the unlicensed employees of the company in which the name of the Seafarers' International Union of North America, Canadian District, as well as that of the Canadian Brotherhood of Railway, Transport and General Workers appeared on the ballot, at a date subsequent to the date of the application made by the union, the result indicated that the applicant, Seafarers' International Union of North America, Canadian District, did not have the support of a majority of the employees affected (See also "applications granted," above).

2. Seafarers' International Union of North America, Canadian District, applicant, Young & Gore Tugboats Ltd., Vancouver, respondent, and the Canadian Brotherhood of Railway, Transport and General Workers, intervener (L.G., Nov., p. 1178). The application was rejected for the reason that in the representation vote taken by the Board among the unlicensed employees of the respondent company in which the name of the Seafarers' International Union of North America, Canadian District, as well as that of the Canadian Brotherhood of Railway, Transport and General Workers appeared on the ballot at a date subsequent to the date of the application made by the Seafarers' International Union of North America, Canadian District, the result

indicated that the applicant, Seafarers' International Union of North America, Canadian District, did not have the support of a majority of the employees affected (See also "applications granted" above).

Applications for Certification Received

1. Barnhill's Employees' Labour Union, on behalf of a unit of employees of Barnhill's Transfer Limited, operating in and out of Lower Truro, N.S. (Investigating Officer: D. T. Cochrane).

2. Canadian Air Line Dispatchers Association, on behalf of a unit of flight dispatchers employed by Pacific Western Airlines Ltd. at the Vancouver and Edmonton airports (Investigating Officer: G. R. Currie).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of bus drivers employed by Pontiac Bus Lines Limited, Campbell's Bay, Que. (Investigating Officer: G. A. Lane).

4. International Longshoremen's Association, on behalf of a unit of employees of Caledon Terminals Limited, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

5. International Longshoremen's Association, on behalf of a unit of employees of Cullen Stevedoring Company Limited, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

6. International Longshoremen's Association, on behalf of a unit of employees of Eastern Canada Stevedoring Co. Ltd., Toronto, Ont. (Investigating Officer: A. B. Whitfield).

7. International Longshoremen's Association, on behalf of a unit of employees of Terminal Warehouses Limited, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

8. Brotherhood of Painters, Decorators and Paperhangers of America, Local Union No. 138, on behalf of a unit of painters employed by National Harbours Board at Vancouver (Investigating Officer: D. S. Tysoe).

9. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by Gulf of Georgia Towing Co. Ltd., Vancouver.

10. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard tugs operated by Straits Towing Ltd., Vancouver.

11. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by Island Tug and Barge Limited, Vancouver.

12. Seafarers' International Union of North America, Canadian District, on behalf

of a unit of unlicensed personnel employed aboard tugs and barges operated by Canadian Tug Boat Co. Ltd., New Westminster, B.C.

13. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard vessels operated by Griffiths Steamship Co. Ltd., Vancouver.

14. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by Vancouver Tug Boat Co. Ltd., Vancouver.

15. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard vessels operated by F. M. Yorke & Son Ltd., Vancouver.

16. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard tugs operated by Great West Towing & Salvage Ltd., Vancouver.

17. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard tugs operated by Gilley Bros. Ltd., New Westminster, B.C.

Reasons for Judgment in Certification Application affecting Canadian Brotherhood of Railway, Transport and General Workers and Island Tug and Barge Limited and Seafarers' International Union of North America, Canadian District

These reasons for judgment relate also to applications for certification made by the Canadian Brotherhood of Railway, Transport and General Workers on behalf of units of unlicensed employees of British Yukon Navigation Company, Limited; Young & Gore Tugboats Ltd.; and Monarch Marine Products Ltd. (see "Applications for Certification Granted," above); and of Canadian Tugboat Co. Ltd., Griffiths Steamship Co. Ltd., Gulf of Georgia Towing Co. Ltd., Vancouver Tug Boat Co. Ltd., F. M. Yorke & Son Ltd., Great West Towing and Salvage Ltd., Gilley Bros. Ltd., Straits Towing Ltd. (tugs), Pacific Tanker Company Limited, Bute Towing Ltd., and Straits Towing Ltd. (barges) (see "Representation Votes Ordered," above).—*Editor*.

This is one of 13 applications for certification as bargaining agent made by the Canadian Brotherhood of Railway, Transport and General Workers, in which the Seafarers' International Union were interveners, all of which came before the Board on September 30, 1959. Two other cases, with the same union as applicants and the same union as interveners, were heard by the Board on September 10 and 11, 1959. In all but two of the fifteen applications the intervener holds collective bargaining agreements signed by the several respondents.

Apart from differences between the two unions as to membership, the chief grounds of contention apply generally to all 15 of the applications, and it is with these general contentions that these reasons for judgment are chiefly concerned.

While the applications are in the name of the Canadian Brotherhood of Railway, Transport and General Workers it was contended by counsel for the SIU that a local union of the Brotherhood, Local 400, recently formed in British Columbia, would be the inheritor and beneficiary of any certificate or certificates that might be granted to the Brotherhood. It was further

contended that certain officers of this Local 400 were Communists, that Local 400 was Communist dominated, and that the Board has a discretion in the matter which it should exercise by not granting certification to the applicant. In support of this last point counsel referred to the constitution of the Canadian Labour Congress, with which the CBRT and GW is affiliated, reading Article III, Section 9 thereof:

Any organization controlled or dominated by Communists, Fascists, or other totalitarians, or whose policies and activities are consistently directed towards the achievement of the program or purpose of the Communist Party, any Fascist organization, or other totalitarian movement shall not be permitted as affiliates of this Congress or any of its provincial federations of labour or local labour councils.

Counsel submitted that this clause in the CLC constitution illustrated that the majority of the trade union movement are in favour of excluding from the Congress

The Board consisted of C. R. Smith, QC, Chairman, and A. H. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, G. Picard, A. C. Ross and H. Taylor, members. The judgment of the Board was delivered by the Chairman.

any organization dominated by Communists. He further submitted that if the chief organizers and officials of a union are Communists they do in fact dominate the union, having regard to the way in which, of necessity, officials must carry out the functions of a local trade union. He then argued that the attitude of the CLC towards Communist dominated organizations should have considerable persuasive influence upon the Board in making its decision as to the way in which it would exercise its discretion.

Counsel contended that rejection of the applications would be in accordance with the policy applied by the Board in 1950 in the case of Branch Lines Limited and Canadian Seamen's Union (CLL R p. 12044).

For a number of reasons the Board considers these arguments to be unsound. In the first place the Brotherhood as a whole is the applicant and no attack has been made on the Brotherhood as such. Secondly, if the applications are granted it is the Brotherhood, not Local 400, that will be certified, and the Brotherhood will have both the right and the responsibility to act under the certificates. There is no provision in the Industrial Relations and Disputes Investigation Act for assignment of certificates. Therefore no certificate granted to the Brotherhood could be assigned to Local 400.

In the third place the Board is not satisfied on the evidence that some or any of the officers of Local 400 are now Communists or have been Communists during the past several years. In our opinion the provisions of the constitution of the CLC cited by counsel are irrelevant in these proceedings before the Board. Our decisions are based upon the law of Canada and particularly upon the Industrial Relations and Disputes Investigation Act, not upon the attitude of any group or organization towards any political party or its objectives. In any event, the Board has not found that Local 400 is dominated by Communists, and no suggestion of Communist domination has been made against the CBRT and GW.

In the fourth place, and this, in the Board's opinion, is the crux of the whole matter, Communism is not outlawed in Canada. There is nothing unlawful in Canada about being a Communist, nor is there anything contrary to Canadian law in a union's having a Communist officer or officers. The Board, in dealing with applications for certification, is not concerned with the political views of members of the applicant union. So long as the

applicant union is formed for the purpose of regulating relations between employers and employees and is pursuing that purpose it is a trade union as defined in the Act. On the other hand if an organization that claims to represent employees is not genuinely engaged in legitimate trade union activities but has for its real purpose the advancement of other and quite different objectives, the Board may conclude that it is not a trade union within the meaning of the Act and therefore should not be certified. That was the basis for the Board's decision in the Branch Lines case.

The foregoing statement accords with the views expressed by RAND J. in the Supreme Court of Canada, in the case of Smith and Rhuland Limited v. The Queen, 1953. 2 S.C.R., 95, where he said at page 96:

This is an appeal from a judgment of the Supreme Court of Nova Scotia sitting *in banco* by which an order made by the Labour Relations Board of that province rejecting an application by the Industrial Union of Marine and Shipbuilding Workers of Canada, Local 18, for certification as the bargaining agent of employees in a collective unit was, on *certiorari*, set aside and a *mandamus* to the Board directed. The latter had found the unit to be appropriate for bargaining purposes and that the other conditions to certification had been met; but, on the ground that one Bell, the secretary-treasurer of the Union, who had organized the local body and as its acting secretary-treasurer had signed the application, was a Communist and the dominating influence in the Union, refused the certificate. The court in appeal held the Board to have had, in the circumstances, no discretion to refuse, but that even if it had, the discretion had been improperly exercised.

And again at page 98:

There is no law in this country against holding such views nor of being a member of a group or party supporting them. This man is eligible for election or appointment to the highest political offices in the province: on what ground can it be said that the legislature of which he might be a member has empowered the Board, in effect, to exclude him from a labour union? or to exclude a labour union from the benefits of the statute because it avails itself, in legitimate activities, of his abilities? If it should be shown that the union is not intended to be an instrument of advantage and security to its members but one to destroy the very power from which it seeks privileges, a different situation is presented and one that was held to justify a revocation of the certificate by the Dominion Labour Board in *Branch Lines Limited v. Canadian Seamen's Union*.

And again at page 100:

I am unable to agree, then, that the Board has been empowered to act upon the view that official association with an individual holding political views considered to be dangerous by the Board proscribes a labour organization. Regardless of the strength and character of the influence of such a person, there must be some evidence that, with the acquiescence of the

members, it has been directed to ends destructive of the legitimate purposes of the union, before that association can justify the exclusion of employees from the rights and privileges of a statute designed primarily for their benefit.

The evidence in these 15 cases does not lead the Board to the conclusion that either the applicant Brotherhood or Local 400 is not engaged in legitimate trade union activities.

Counsel for the intervener advanced a further general argument, that in the majority of these cases the applications were premature because of the existence of a collective bargaining agreement with the intervener signed by the several companies, which agreement had not been in effect for ten months prior to the dates of the respective applications for certification.

Section 7 (4) of the Act reads as follows:

Where a collective agreement is in force, the application may be made at any time after the expiry of 10 months of the term of the collective agreement, but not before, except with the consent of the Board.

Counsel submitted that the clear intent of Parliament was to maintain stable labour relations for a period of 10 months, and that the period of 10 months can only commence to run where an agreement is signed. He referred to Section 2 (1) (d) of the Act which states that a collective bargaining agreement "means an agreement in writing...". He then argued that an agreement cannot exist unless it is in writing, and therefore it has no existence until it is signed. His argument continued that this being so, the 10 months begins to run whenever the agreement comes into existence, *i.e.*, when it is signed.

One agreement held by the intervener, which affects 10 of the respondents, bears at the top of the first page the words: "This agreement made this 5th day of January, 1959". All of the applications were made less than 10 months after January 5, 1959. Counsel therefore contended they were all premature, and as consent of the Board had not been given to their being made within the 10-month period they should be rejected.

Another section of the agreement, section 17, states:

This agreement shall be effective October 1, 1958 and shall remain in effect until September 30, 1961, and thereafter from year to year subject to sixty (60) days notice in writing of the desire to revise, amend or terminate same. Such notice may be given any time after July 31, 1961.

The submission of counsel for the intervener was, therefore, that section 17 only defined how the parties had chosen to dispose of a three-month period, *i.e.*, from

October 1, 1958 to January 5, 1959, prior to the time the agreement came into effect, and that to hold otherwise would mean that the parties could frustrate Section 7 (4) of the Act.

Before examining this argument two further facts concerning the agreement should be noted:

1. It provided for wage increases to take place on the 1st of January 1959, not on October 1, 1958, or on January 5, 1959.

2. There had been a previous agreement between the same parties which expired on September 30, 1958.

It is clear from Section 2 (1) (d) of the Act that a collective bargaining agreement must be in writing. It does not come into existence therefore until it is signed, but this only states the rule that no contract exists until it has been made. In so far as its retroactive effect is concerned there is no difference between a contract in writing and one by parol.

It is clear to the Board that the parties, when signing the agreement on January 5, 1959, intended it to be retroactive to October 1, 1958, in order that there would be no hiatus between the expiry of the old agreement and the beginning of the new one. The date on which wage changes were to take effect was no doubt settled by collective bargaining, and the changes were in fact retroactive in effect to January 1, 1959, but the new agreement as a whole was intended to succeed the old one without any gap in time.

Counsel for the intervener agreed that in contract law the parties to an agreement may provide for its retroactive operation, but argued that the language of Section 7 (4) of the Act restricted this power of the parties. He submitted that once the agreement was signed the parties were bound by any of its provisions concerning wages or conditions of employment, including changes in wages or conditions which were stated to come into effect before the date of the signing of the agreement. On the other hand he argued that the clear intent of Section 7 (4) was that the term of the agreement must begin on the day the agreement was signed, in order that the 10-month period of stability in labour relations could not be shortened; and that any attempt by the parties to make the term of the agreement begin at a date prior to its signing must therefore be invalid and void. He further argued that such a provision was severable from the contract as a whole, which otherwise remained in full force and effect.

In the Board's opinion the language of Section 7 (4) of the Act should not be

interpreted in this way. The subsection states:

Where a collective agreement is in force, the application may be made at any time after the expiry of 10 months of the term of the collective agreement...

It does not speak of 10 months from the day on which it is signed. The term of a contract is the period of time during which the parties provide and intend that it shall operate. There is nothing in the language of Section 7 (4) which, in the Board's opinion alters this ordinary rule of contract law. Counsel argued that the fact that under the Act an agreement must be in writing, combined with the language of Section 7 (4), altered the situation, but the Board cannot see any difference in this respect between a contract in writing and one by parol.

In the Board's opinion, therefore, the term of this collective agreement was intended to begin on October 1, 1958, and did begin on that date, even though the agreement was not signed until January 5,

1959. As all of the applications were made more than 10 months after October 1, 1958, the intervener's argument fails.

In this particular application involving the Island Tug and Barge Limited, and in all the other cases in which the SIU holds a subsisting agreement or in which dues to the SIU are being checked off, there was some dispute as to the number of members supporting the applicant. The Board considers that the best way to solve this question is to follow its usual course where the intervener holds a subsisting agreement and to take a secret ballot vote of the affected employees, under Board supervision. The Board accordingly has ordered that votes be taken to determine the wishes of the employees in each of these cases.

(Sgd.) C. R. SMITH,
for the Board.

For the Applicant
Maurice Wright
Elroy Robson

For the Intervener
R. H. McKercher
L. J. McLaughlin

Dated at Ottawa, October 15th, 1959.

Reasons for Judgment in Application for Revocation of Certification Affecting

Victor Gould, et al,

and

Gulf and Lake Navigation Company Limited,

and

National Association of Marine Engineers of Canada, Inc.

This is an application, pursuant to Section 11 of the Industrial Relations and Disputes Investigation Act, for revocation of an order for certification of the National Association of Marine Engineers of Canada, Inc., Great Lakes and Eastern District, granted on June 24, 1953, as bargaining agent for a unit of second engineers and third engineers employed on vessels operated by the respondent company, excluding the chief engineers.

The application is made by four engineer officers who at the time of the application comprised the entire unit for which the respondent union was certified as bargaining agent. The applicants state that they are no longer members of the respondent union, having through amalgamation taken out membership in another organization representing marine engineers, known as the

The Board consisted of C. R. Smith, Chairman, and A. H. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, A. C. Ross, G. Picard and H. Taylor, members. The judgment was delivered by the Chairman.

Seafarers' International Union of North America, Canadian District, Licensed Division, and have asked the director of this latter organization to request the revocation of the certification issued to the "National Association of Marine Engineers Inc., Great Lakes and Eastern District, or to the National Association of Marine Engineers Inc. in its own right".

The respondent company does not contest the application for revocation.

The respondent Union has contested the application and in its written reply to the application denied that the applicants were deprived of their membership in the National Association of Marine Engineers, Inc., and stated that they in fact continued to pay dues to the NAME during 1958. It denied that the applicants are no longer members of the NAME by reason of an alleged amalgamation with the Licensed Division, Seafarers' International Union, and stated that no such amalgamation had ever taken place between the NAME and SIU.

With respect to the point that there had been an amalgamation between the NAME and the SIU, which affected the membership status of the applicants in NAME, the director of the Licensed Division of the SIU stated at the hearing that an East Coast District Council of the NAME had been formed on August 8, 1958 by four persons appointed by the president of the NAME. This council never received a warrant from the national office of the NAME. He further stated that a membership meeting of this East Coast District Council on Monday, September 29, 1958 authorized amalgamation with the SIU.

It appears that no general notice of the meeting to consider the proposed amalgamation was given and that only some 15 persons of about 750 said to be affected attended the meeting, these 15 having been given oral notice thereof during that weekend. On this evidence the Board is not satisfied that a valid amalgamation between that District of the NAME and the SIU occurred. Consequently in the Board's opinion there was no transfer of membership of the applicants to the SIU, Licensed Division, by reason thereof. It is further noted that counsel for the respondent union filed two letters dated November 4, 1958 and February 5, 1959, received by the NAME from certain of the applicants, which indicated that dues had been paid by them to the NAME for 1958.

It was urged by counsel for the applicants that the order of certification should be revoked because the District Council which was certified in 1953 ceased to exist by virtue of a Bylaw passed by the NAME Inc., ordering that the warrant of the District Council be forfeited.

The Great Lakes and Eastern District Council was duly established under the bylaws of NAME Inc., and in due course a warrant was issued pursuant to a bylaw passed by the NAME Inc., in respect of the District Council. The District Council was certified on June 24, 1953, as a bargaining agent for second and third engineers, excluding chief engineers, employed by the respondent company. As a result of internal dissension, involving the non-payment of union dues and other matters, between the officers of the District Council and NAME Inc., this warrant was "forfeited" by the NAME Inc. by an appropriate bylaw passed on July 29, 1957. However, after the conflict had been settled, the NAME Inc., by bylaw dated December 15, 1958, reinstated the Great Lakes and Eastern District Council, and the District Council has continued to act as such since that time, performing the same functions as it had

performed prior to the "forfeiture" of its warrant.

The arguments advanced by both the applicant and respondent unions raise technical legal questions as to the effect of the forfeiture, and the bylaws of the NAME Inc. do not provide any clear answer to the question raised.

In these circumstances, in the absence of a decision from an appropriate tribunal as to the technical legal effect of the "forfeiture", the Board is of the view that it should not disturb the *status quo*, and is satisfied that it should deal with this application on the basis that the order of certification of 1953 has application to the District Council as presently constituted.

With regard to the subject matter of the application, under section 11 of the Act the Board may revoke the certification of a bargaining agent only where in the opinion of the Board the bargaining agent no longer represents a majority of employees in the unit for which it was certified. There is limited and conflicting evidence before the Board of this question, and it is the view of the Board that the most appropriate step to take in this case to determine whether the application should be granted would be to determine, in the first instance, the wishes of the employees concerned by vote taken under the direction of the Board.

Therefore, the Board hereby orders a vote of the engineer officers affected on the following question:

"Are you in favour of revoking the certification granted June 24, 1953, to the National Association of Marine Engineers of Canada, Inc., Great Lakes and Eastern District, so that the said trade Union will no longer represent you as your bargaining agent in collective bargaining with your employer?"

and the matter is referred to the chief executive officer of the Board to make the necessary arrangements for taking the vote.

(Sgd.) C. R. SMITH,
Chairman.

For the Board.

For Victor Gould, et al.

Gordon F. Henderson, Esq., Q.C.

R. H. McKercher, Esq.

John J. Wood, Esq., Q.C.

Bruce Smith, Esq.

For Gulf and Lake Navigation Company Limited

Ruston B. Lamb, Esq., Q.C.

For the National Association of Marine Engineers of Canada, Inc.

Maurice W. Wright, Esq.

R. Greaves, Esq.

Dated at Ottawa, October 1, 1959.

Reasons for Judgment in Applications for Revocation of Certifications Affecting

John J. Wood,
and
Transit Tankers & Terminals, Ltd.,
and
Branch Lines Limited,
and
Mohawk Navigation Company Limited,
and
Beaconsfield Steamships Limited,
and
The National Association of Marine Engineers of Canada, Inc.,

These are four separate applications made by the applicant on behalf of certain marine engineer officers employed by each of the respondent companies for revocation of orders of certification of the National Association of Marine Engineers of Canada, Inc., Great Lakes and Eastern District, as bargaining agent for units of employees of the various respondent companies, comprising marine engineers below the rank of chief engineer employed on vessels operated by the said companies, excluding specifically or by implication the masters, mates and unlicensed personnel. The certification orders were issued in 1955 and 1956.

The applications are made by the applicant on behalf of certain named persons in the units and are supported by evidence in writing from a majority of the engineer officers affected who were employed by the respondent companies on the date of the applications.

The respondent companies have each advised the Board that it is not their intention to intervene to contest the applications.

The facts and circumstances surrounding these applications for revocation are practically identical with those pertaining to a similar application for revocation affecting engineer officers employed by the Gulf and Lake Navigation Company Limited, which was heard by the Board on April 8, 1959, and in which the Board ordered a vote of employees and gave reasons for judgment dated this date, October 1, 1959.

The Board consisted of C. R. Smith, Chairman, and A. H. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, A. C. Ross, G. Picard and H. Taylor, members. The judgment was delivered by the Chairman.

The arguments presented by the representatives and counsel of the parties at the hearing of these four applications on May 12, 1959, were also similar in effect to those made at the hearing in the case affecting Gulf and Lake Navigation Company Limited. However, there was one additional argument presented by counsel acting for the applicant in these four applications.

Counsel contended that under Section 11 of the Industrial Relations and Disputes Investigation Act the Board has no power to order a vote for the purpose of determining the desires of the employees. His argument was that whereas Section 9, dealing with applications for certification expressly authorizes the taking of a vote for this purpose, Section 11, dealing with revocation of certification, makes no reference to a vote. He submitted that if Parliament had intended to authorize a vote it could easily have done so, and that from the omission, only two sections after Section 9, it must be inferred that no right to hold a vote was intended in revocation proceedings.

The Board does not agree with this argument. There are important differences between Section 9 and Section 11. Section 9 requires an application for certification, and it gives the Board authority to grant certification in two circumstances only, viz., (1) If it is satisfied that the majority of the employees in the unit are members in good standing of the trade union and, (2) if, as a result of a vote of the employees in the unit it is satisfied that a majority of them have selected the trade union to be a bargaining agent on their behalf.

On the other hand Section 11 does not even require an application for revocation, and it places no restriction on the authority to revoke where, in the opinion of the Board the bargaining agent no longer represents a majority of employees in the unit for which it was certified. Unlike Section 9 it says nothing about the nature of the evidence the Board may rely on, nor about the procedure to be followed by the Board before reaching a conclusion. The Board must come to a conclusion and it must have information that satisfies it on which to base its decision. Under these circumstances it seems clear that the Board has a discretion as to the steps it will take before forming an opinion.

After considering the provisions of the Act the Board is not aware of any principle therein that would preclude it from taking a vote of the employees affected as a means of assisting it in arriving at a conclusion as to whether a particular bargaining agent no longer represents a majority of those employees. What better method of informing itself could be adopted by the Board than a vote by secret ballot, particularly in the contentious circumstances of these cases?

For the reasons given herein and in the Gulf and Lake case, the Board hereby orders that votes be taken of employees of each of the respondent companies in the units for which certification was granted, on the following question:

"Are you in favour of revoking the certification granted (appropriate date entered) to the National Association of Marine Engineers of Canada, Inc., Great Lakes and Eastern District, so that the said trade union will no longer represent you as your bargaining agent with your employer?"

and these matters are referred to the chief executive officer of the Board to make the necessary arrangements for taking the vote.

(Sgd.) C. R. SMITH,
Chairman.

For the Board.

For John J. Wood

Gordon F. Henderson, Esq., Q.C.
R. H. McKercher, Esq.

For the National Association of Marine Engineers of Canada, Inc.

R. G. Greaves, Esq.

Dated at Ottawa, October 1, 1959.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During October, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Broadcasting Corporation, and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: F. J. Ainsborough).

2. Faraday Uranium Mines Limited, Bancroft, Ont., and International Union of Mine, Mill and Smelter Workers (Conciliation Officer: F. J. Ainsborough).

3. B.C. Air Lines Limited, Vancouver, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie).

4. The Grand River Railway Company, The Lake Erie and Northern Railway Company and Canadian Pacific Transport Company, Preston, Ont., and Brotherhood of Railroad Trainmen (Conciliation Officer: F. J. Ainsborough).

5. Northern Alberta Railways Company, Edmonton, and Brotherhood of Locomotive Engineers (Conciliation Officer: J. S. Gunn).

6. Sea-Van Express Limited, North Burnaby, B.C., and Office Employees' International Union, Local 15 (Conciliation Officer: G. R. Currie).

Settlements Reported by Conciliation Officers

1. Pronto Uranium Mines Limited, Elliot Lake, Ont., (office and technical employees) and District No. 6, United Steelworkers of America (Conciliation Officer: F. J. Ainsborough) (L.G., Nov., p. 1178).

2. The Bessborough Hotel (Canadian National Hotels, Limited), Saskatoon, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove) (L.G., Oct., p. 1054).

3. The Fort Garry Hotel (Canadian National Hotels, Limited), Winnipeg, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove) (L.G., Oct., p. 1054).

4. Chateau Laurier Hotel (Canadian National Hotels, Limited), Ottawa, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove) (L.G., Oct., p. 1054).

5. The Charlottetown Hotel (Canadian National Hotels, Limited), Charlottetown, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove) (L.G., Oct., p. 1054).

6. Jasper Park Lodge (Canadian National Hotels, Limited), Jasper, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove) (L.G., Oct., p. 1054).

7. Hotel Vancouver (Vancouver Hotel Company, Limited), Vancouver, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie) (L.G., Oct., p. 1054).

8. Dominion Steel and Coal Corporation Limited (Dominion Shipping Division), Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Duquette) (L.G., Aug., p. 831).

9. Hill The Mover (Canada) Limited, Vancouver, and General Truck Drivers & Helpers Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, and Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie) (L.G., July, p. 720).

Conciliation Board Appointed

Northspan Uranium Mines Limited, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (production employees) (L.G., Nov., p. 1178).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in September to deal with

a dispute between Milliken Lake Uranium Mines Limited, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (L.G., Nov., p. 1179) was fully constituted in October with the appointment of His Honour Judge John B. Robinson, Haileybury, Ont., as Chairman. Judge Robinson was appointed by the Minister on the joint recommendation of the other two members, David W. Mundell, QC, and David B. Archer, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in September to deal with a dispute between The Shipping Federation of Canada, Inc., Montreal, and International Longshoremen's Association (Halifax, Saint John, Quebec, Three Rivers and Montreal) (L.G., Nov., p. 1179) was fully constituted in October with the appointment of His Honour Judge K. L. Crowell, Bridgetown, N.S., as Chairman. Judge Crowell was appointed by the Minister in the absence of a joint recommendation from the other two members, J. Paul Barry, QC, Saint John, N.B., and James A. Whitebone, Lancaster, N.B., who were previously appointed on the nomination of the Federation and union respectively.

Conciliation Board Report Received during Month

Eldorado Mining and Refining Limited, Port Hope, Ont., and Local 13173, Region 77, District 50, United Mine Workers of America (L.G., Sept., p. 916). The text of the report is reproduced below.

Settlement Reached Following Conciliation Board Procedure

Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Navigators' Association (L.G., Sept., p. 916).

Ontario Federation of Labour

(Continued from page 1280)

Common Labourers' Union of America, was chosen in place of I. M. Dodds of the Teamsters, who was not a candidate.

Results of the voting for the vice-presidents were:

Samuel Hughes, Packinghouse Workers, 564; William Boothroyd, Machinists, 549;

Purdy Churchill, Printing Pressman, 541; George Watson, United Textile Workers of America, 537; George Barlow, Retail, Wholesale and Department Store Union, 536; Richard Courtney, United Auto Workers, 513; Michael Fenwick, Steelworkers, 507; William Punnett, United Rubber Workers, 489; Edward "Scotty" Liness, Hod Carriers, 432; Wilfred Ostling, Pulp, Sulphite and Paper Mill Workers, 432.

Canada's iron mining industry employed 5,366 mine workers in 1958. Of these 3,520 were surface workers and 1,846 were underground workers. In addition, 803 persons were employed in mills or plants, DBS reports.

Report of Board in Dispute between

Eldorado Mining and Refining Limited, Port Hope, Ont.
and

Local 13173, Region 77, District 50, United Mine Workers
of America

This conciliation board met with the parties at Cobourg, Ont., on August 22 and again at Ottawa on September 12 of this year.

The major item for consideration was the matter of a general wage increase, as the recommendations of Conciliation Officer F. J. Ainsborough had been accepted by the parties, generally speaking, with respect to union security, annual paid vacation, powerhouse helpers, supplementary welfare and retroactivity.

The union request was for a general wage increase of 12 cents per hour fully retroactive to June 1, 1959.

The current collective agreement covers approximately 220 employees and its date of expiry was May 31, 1959.

This Board sincerely regrets that in spite of every effort it was unable to bring the parties together in a settlement of all the issues and so must make this report.

Board Report

The main difficulty facing the Board was the reluctance of the company to grant a substantial wage increase and the insistence by the union that it was entitled to such.

The company's stand was based upon four main factors, viz:

- (1) the collective agreement between the parties ran from June 1, 1958 to May 31, 1959 and was not signed until November 3, 1958 due to no fault of the company. For this renewal the company granted an across the board wage increase of 11 cents per hour, fully retroactive to June 1, 1958, together with classification adjustments amounting to 3 cents per hour. Thus the company paid in effect 14 cents per hour as recently as November 1958 for a contract with only seven months to run
- (2) this company pays wage rates considerably in excess of the other five major industries in the Port Hope area
- (3) recently the company, of its own volition, made substantial improvement in the pension plan which required the company to contribute \$300,000 for the purchase of past service benefits for the employees. The improvements

to the plan including the \$300,000 would cost the company the equivalent of 7 cents per hour during the next five years

- (4) the supply of uranium now exceeds demand and the uranium industry and more particularly the refining of uranium depends largely upon meeting world competition. As labour costs amount to about 35 per cent of the total refining cost the company is obliged to keep labour costs within reasonable limits or its future competitive position will be seriously prejudiced.

The union position was based generally upon three main points as follows:

1. admittedly this company pays higher rates than those paid by some of the other major industries in the Port Hope area but it pays considerably lower rates than those paid in the smelting and refining industry or in the chemical industry in Ontario or in Canada as a whole.
2. the union cannot agree that the 11 cents an hour general wage increase negotiated between the parties in November 1958 for the contract period June 1, 1958 to May 31, 1959 can be or should be carried over into the present negotiations even in part particularly as the company showed a net profit of approximately seven and one-half million dollars in 1958.

During October, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Local 13173, Region 77, District 50, United Mine Workers of America, and Eldorado Mining and Refining Limited, Port Hope, Ont.

The Board was under the Chairmanship of His Honour Judge John B. Robinson, Haileybury, Ont., who was appointed by the Minister on the joint recommendation of the other two members, Kenneth C. Gray, Kirkland Lake, Ont., and I. F. Graham, Collins Bay, Ont., nominees of the company and union respectively. The report of the Board was signed by all three members but contains majority and minority recommendations.

The text of the report is reproduced here.

3. the union proposal on wages would still leave this company's rates well below those current in the smelting and refining or chemical industry. Admittedly it is difficult to find an industry comparable in nature but the operations of this company in refining uranium are much more closely allied to smelting and refining and the chemical industry than they are to the manufacturing industry.

Views of Board Chairman

I can sympathize with the difficulties facing this company and its natural desire to avoid increases in cost which may well jeopardize the competitive position of the company in the fairly near future.

As labour costs constitute about 35 per cent of the total refining costs the company is particularly sensitive to substantial increases in wages.

Again the cost to the company of the recent improvements in the pension plan are most substantial but these improvements were undertaken by this company unilaterally, without consulting the union, and involve an increase in the employee contribution of about 1 per cent.

Thus it is very difficult for the company to obtain any bargaining value from improvements so effected even though the cost to the company is very considerable.

As to industry comparison it appears to me that the operations of this company at the Port Hope refinery may be more reasonably compared to the chemical industry than to manufacturing generally.

Board Recommendations

The majority of the Board, consisting of the Board chairman and Mr. Graham, recommends that the parties enter into a renewal of their collective bargaining agreement to provide as follows:

1. A renewal agreement running from June 1, 1959 to May 31, 1960 inclusive which shall provide for
2. a general wage increase of 6 cents per hour retroactive to June 1, 1959
3. all other items as agreed upon between the parties which may be listed as follows:
 - (a) improvement in overtime provisions
 - (b) improvement in union security
 - (c) progression of maintenance helpers
 - (d) reclassification of power house helpers
 - (e) Christmas and New Years time off
 - (f) tool allowance for tradesmen

(g) allowance for difference between regular pay and jury fees.

Mr. Gray is unable to agree with the Board majority as he considers that the employees are generously treated in the present collective agreement. In his view this company is now paying the highest wages in the Port Hope area and the cost of the last renewal of 14 cents per hour, retroactive for over five months, was most substantial.

Taking into consideration these factors and the considerable cost of the recent pension plan improvements, the future of the industry, which will depend upon its ability to withstand world competition, and thus the prime necessity of avoiding undue costs, he considers that the company offer is generous and can see no justification for an increase beyond it.

Accordingly Mr. Gray recommends that the parties enter into a renewal of their collective agreement to provide

1. An agreement to run for one year from the date of signing which shall provide
 - (a) for a general wage increase of 3 cents per hour retroactive for all work performed since June 1, 1959
 - (b) and for all those improvements agreed upon between the parties and which are set out above in 3 (a) to (g) inclusive in the Board majority recommendation above.

Conclusion

This Board was impressed by the good relations existing between the parties and is confident that in spite of differences of opinion, which are bound to exist at times, the parties will be able to sit down and work out a full settlement of their differences in an amicable manner.

The Board chairman wishes to express his appreciation for the fullest co-operation extended to him by his colleagues upon this Board.

Dated at Haileybury this 1st day of October, 1959.

(Sgd.) J. B. ROBINSON,
Chairman.

(Sgd.) I. F. GRAHAM,
Member.

(Sgd.) K. C. GRAY,
Member.

LABOUR LAW

U.S. Labor-Management Reporting and Disclosure Act of 1959—II

First six "Titles" of Act, which became law on September 14 for unions and employers engaged in interstate commerce, impose measure of public control on internal affairs of unions, attempt to prevent unethical management practices

This is the second article on the U.S. Labor-Management Reporting and Disclosure Act of 1959; it deals with the first six Titles of the Act. The first article, which appeared in the November issue (page 1181), dealt with Title VII, amendments to the Taft-Hartley Act.

The Labor-Management Reporting and Disclosure Act of 1959, which became law in the United States on September 14 for the unions and employers who are engaged in interstate commerce, imposes a measure of public control on the internal affairs of unions with a view to encouraging democratic processes and preventing abuses. It also attempts to prevent certain unethical and illegal practices of management in its dealings with unions and its employees which have been shown to exist and which are contrary to the spirit if not the letter of existing federal labour legislation.

As is usual in the statutes of the United States, the new legislation contains a "declaration of findings, purposes and policy" which is somewhat similar to the preambles that sometimes form part of enactments of legislative bodies in this country. This statement reaffirms the responsibility of the federal Government to protect the rights of employees to organize, choose their own representatives, bargain collectively and otherwise engage in concerted activities for their mutual aid or protection. It then goes on to say:

The Congress further finds, from recent investigations in the labor and management fields, that there have been a number of instances of breach of trust, corruption, disregard of the rights of individual employees, and other failures to observe high standards of responsibility and ethical conduct which require further and supplementary legislation that will afford necessary protection of the rights and interests of employees and the public generally as they relate to the activities of labor organizations, employers, labor relations consultants, and their officers and representatives.

It is therefore found to be necessary to enact legislation "to eliminate or prevent improper practices on the part of labor organizations, employers, labor relations consultants, and their officers and representatives" which distort and defeat the policies of existing labour legislation and obstruct the free flow of commerce.

As in the case of other federal labour legislation in the United States, the ultimate purpose of the Act is declared to be to accomplish the objective of a free flow of commerce, since the constitutional basis for federal legislation in this field is the commerce clause in the Constitution.

The Act seeks to carry out these purposes by setting out a Bill of Rights of a union member within his organization and by providing that a union member may bring a civil action against the union if one of these rights is infringed (Title I); by requiring every union to adopt a constitution and by-laws and to file a copy with the Secretary of Labor, together with other reports including annual financial reports, and by requiring union officers, labour relations consultants and employers to file reports on certain types of transactions (Title II); by setting out the general purposes for which trusteeships may be established by parent bodies over local unions and making certain rules in respect to the conduct of trusteeships (Title III); by laying down rules with respect to the frequency and procedure of union elections (Title IV); and by providing that union officers hold positions of trust and have a duty to manage the union's money and property in accordance with the constitution and by-laws of the union and resolutions of its governing body (Title V). "Miscellaneous provisions" are contained in Title VI.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Title I—Bill of Rights of Members of Labour Organizations

The Select Committee on Improper Activities in its interim report of March 1958 listed as the first of its major conclusions that "there has been a significant lack of democratic procedures in the unions studied" and recommended legislation "to ensure union democracy." One of the means which Congress adopted to carry out this recommendation was to set out certain rights of union members, provide that any provisions of the constitution and by-laws of a union which are inconsistent with these provisions are of no force and effect, and that if any of these rights are infringed the aggrieved member may bring a civil action in a federal district court for an injunction or other relief. In addition to the rights set out in Title I, a number of other rights, or further guarantees of rights, will be found in the other Titles.

Under the heading "Bill of Rights" the Act provides that subject to "reasonable rules and regulations" in the union's constitution and by-laws, all union members have equal rights to nominate candidates for union office, to vote in elections or referendums, to attend membership meetings and to discuss and vote on the business of the meeting.

A member is also guaranteed freedom to meet with other members and to express any views, and, at meetings of the union, to express his opinion upon candidates for election or upon any business before the meeting subject to the union's "established and reasonable rules" governing conduct of meetings. However, there is reserved to the union the right to adopt and enforce reasonable rules as to the responsibility of every member towards the organization as an institution, and requiring him to refrain from conduct that would interfere with the union's legal or contractual obligations.

Another provision specifies that rates of union dues and initiation fees in effect on the date the Act came into effect may not be increased and no assessments may be levied unless such increases and assessments are approved by the membership in the following manner. In the case of a local union, the action must be approved by secret ballot of members in good standing at a general or special membership meeting after reasonable notice to the eligible voters or by majority vote of the members in good standing voting in a membership referendum

conducted by secret ballot. In the case of national or international unions, or other union organization except a local, the action must be approved by majority vote of the delegates voting in a convention of which the constituent locals have had at least 30 days' notice; or in a secret ballot referendum of the members in good standing; or by majority vote of the executive board pursuant to express authority in the constitution and effective only until the next convention.

It is also provided that a trade union may not limit the right of any member to institute an action in court or before an administrative agency against the union or its officers or to appear as a witness in such proceedings or to petition any legislature or communicate with any legislator. However, a member may be required to exhaust reasonable hearing procedures within the union, not to exceed a four-month lapse of time, before instituting legal or administrative proceedings against the organization or any officer. Interested employers are forbidden, directly or indirectly, to finance, encourage, or participate in, except as a party, any such action, proceeding, appearance or petition of a union member.

Another relevant provision states that a union member may not be fined, suspended, expelled or otherwise disciplined by the union, except for non-payment of dues, unless the member has been served with written specific charges, given a reasonable time to prepare his defence, and afforded a full and fair hearing.

It is also specified that an employee, on request, has a right to a copy, or access to a copy, of a collective bargaining agreement which directly affects his rights. The secretary or corresponding principal officer of a local union is required to send a copy of any such agreement to an employee who requests it. If the agreement is entered into by a larger unit of the organization such as a national or international union, its officers are required to forward a copy of each agreement to each constituent unit which has members directly affected, and copies are to be made available for inspection by any member or by any employee whose rights are affected at the principal office of the union. An obligation is also placed upon every union to inform its members of the provisions of the new Act.

Title II—Reporting by Labour Organizations, Officers and Employees of Labour Organizations, and Employers

Reporting by Unions

Two types of reports must be filed with the Secretary of Labor by all unions, a report on the union's constitution and rules of practice, and a financial report. This is one of the means adopted in the Act to deal with the disclosure by the Select Committee that in some unions there has been widespread misuse of union funds and that "the rank-and-file member has been shorn of a voice in his own union affairs, notably in financial matters."

The aim behind the reporting requirements imposed upon unions is set out in the following words in Report No. 741 of the Committee of the House of Representatives:

It is the purpose of this Bill to ensure that full information concerning the financial and internal administrative practices and procedures of labour organizations shall be in the first instance available to the members of such organizations. In addition, this information is to be made available to the Government and, through the Secretary of Labor, is to be open to inspection by the general public. By such disclosure, and by relying on voluntary action by members of labour organizations, it is hoped that a deterrent to abuses will be established.

The report further emphasized that the rules governing the conduct of a union's business, such as dues and assessments payable by members, membership rights, disciplinary procedure, election of officers, provisions governing the calling of meetings, should all be known to the members. The members of a union are the real owners of the money and property of the union, and are entitled to a full accounting of all transactions involving money and property.

The Act first of all requires that every union adopt a constitution and by-laws and file a copy with the Secretary of Labor. There must also be filed a statement of the initiation fees or fees for work permits required and the regular membership dues, and also a statement of the operating rules contained in the constitution and by-laws or in established practice with respect to: qualifications for or restrictions on membership; levying of assessments; participation in insurance or other benefit plans; authorization for disbursement of funds of the labor organization; audit of financial transactions of the labor organization; the calling of regular and special meetings; the selection of officers and stewards and of any representatives to other bodies composed of labor organizations' representatives, with a specific statement of the manner in which each officer was elected, appointed, or otherwise selected; discipline or removal of

officers or agents for breaches of their trust; imposition of fines, suspensions, and expulsions of members, including the grounds for such action and any provision made for notice, hearing, judgment on the evidence, and appeal procedures; authorization for bargaining demands; ratification of contract terms; authorization for strikes, and issuance of work permits. Any change in the information required has to be reported at the time the financial report is sent in each year.

At the end of its fiscal year, every union is required to file with the Secretary of Labor a financial report showing assets and liabilities at the beginning and end of the year; receipts and their sources; disbursements and their purpose; and any salary, allowances and expense reimbursements of more than \$10,000 yearly received by any union officer or employee from the union and its affiliated bodies, and loans to any officer, employee or member totalling more than \$250 yearly. In the case of such loans, the report must also show the purpose, security given and arrangements made for repayments. Loans to any business enterprise must also be reported and similar information shown.

Both the report on constitution and procedure and the financial report must be signed by the union president or treasurer or corresponding officers. The officers who sign them are personally responsible for any statements which they know to be false.

The reports become public information after they are filed with the Secretary of Labor and they may be used to compile studies and statistical reports. The reports may be inspected at the request of any person according to regulations issued by the Secretary (September 29, 1959; 24 F.R. 7949). Photocopies may be bought for 26 cents per 9 x 12 inch page.

Records on which the reports are based must be preserved for five years. Each union has a duty to make the information in the reports available to its members and to permit any member "for just cause" to examine the records on which the reports are based.

The reports required from unions under the new Act are essentially the same as the reports that have been required under the Taft-Hartley Act of any union wishing to use the representation and unfair labour practices procedure of the National Labor Relations Board. However, as indicated above, they will now be enforced by civil actions or criminal proceedings in the

federal courts and will be made public. The reporting requirements in the Taft-Hartley Act were repealed.

"Conflict of Interest" Reports

One of the findings of the Select Committee was that certain managements had extensively engaged in collusion with unions and also had engaged in a number of illegal and improper activities interfering with the rights of employees to organize and to bargain collectively. To deal with this situation, the Act requires reports on "conflict of interest" transactions from union officers and union employees and from employers and labour relations consultants. The Select Committee noted that while an employer who engaged in collusion or anti-union conduct would probably be committing an unfair labour practice, nothing in the Taft-Hartley Act covered such actions if committed by a middleman.

Reports by Union Officers and Employees—The transactions upon which a union officer or employee is required to report to the Secretary of Labor are those which are considered to interfere with the discharge of his duties as a worker's representative. If, in the preceding fiscal year, a union officer or employee, or his spouse, or a minor child, have been involved in certain transactions, he must file a report listing and describing such transactions. They include any securities or other interest held in the business of an employer whose employees his union represents or is seeking to represent, or in any business which has substantial dealings with that employer, or in any business which has dealings with the union. Also included are any payments (including reimbursed expenses) from such an employer or a labour relations consultant acting for him. Reports are not required on *bona fide* investments in publicly traded or publicly regulated securities or on any of the payments permitted by the Taft-Hartley Act.

Reporting by Employers—Employers are required to file reports with the Secretary of Labor for any year in which they are made of any payment or loan of money or other things of value, including reim-

bursed expenses, to any union, union officer, agent, shop steward or other representative, except payments on loans made by banks and other recognized credit institutions and payments of the kind permitted by the Taft-Hartley Act.

An employer must also report any payment to any of his employees or any group or committee of his employees for the purpose of causing them to persuade other employees to exercise, or not to exercise, or as to the manner of exercising, the right to organize and bargain collectively "unless such payments were contemporaneously or previously disclosed to such other employees." Also required is a report on any expenditure with the object of interfering with, restraining, or coercing employees in the exercise of their right to organize and bargain collectively or to obtain information concerning employees or union activities in connection with a labour dispute except information for use solely in connection with an administrative, arbitral, criminal or civil court proceeding.

An employer must also report any agreement or arrangement with a labour relations consultant or other independent contractor with the purpose of persuading or coercing employees as described above. Services rendered to an employer in connection with administrative or court proceedings or collective bargaining negotiations need not be reported.

Reporting by Labour Relations Consultants—Any person who, pursuant to an agreement with an employer, undertakes activities where an object is to persuade employees to exercise, or not to exercise, or as to the manner of exercising the right to organize and bargain collectively, or to furnish an employer with information concerning employee or union activities in connection with a labour dispute, must also report to the Secretary of Labor. Such a person must report any arrangements made during the preceding fiscal year, including a detailed statement of the terms and conditions of the agreement, and also any payments made as a result of the agreement.

All of these reports must be filed within 90 days after the end of each fiscal year.

A comprehensive operations manual offering thorough treatment of the Labor-Management Reporting and Disclosure Act of 1959 has been published by The Bureau of National Affairs, Inc., Washington, D.C. Containing 502 pages, the manual is titled *The Labor Reform Law*.

In the book, BNA experts have drawn on the testimony before congressional committees, on debates in both Houses, and on their own knowledge and experience to throw some light on provisions of the law that are not clear on their face.

The book has three parts: Part I explains how the law affects unions, employers and employees; Part II is a section-by-section analysis of the law; and Part III is the legislative history. The complete text of the law is given in an appendix.

Title III—Trusteeships

A trusteeship is defined in the Act as "any receivership, trusteeship, or other method of supervision or control whereby a labour organization suspends the autonomy otherwise available to a subordinate body under its constitution or by-laws."

That the institution of trusteeship is open to abuse, and has been abused by some unions, was established by the Select Committee. One of the Committee's conclusions was:

The international unions surveyed by this committee have flagrantly abused their power to place local unions under trusteeship or supervisorship.

- (a) Some trusteeships have been baselessly imposed.
- (b) Some have lasted for as long as 30 years.
- (c) Rank-and-file efforts to throw off such shackles have been ignored, rejected, and sometimes met with violence and intimidation.
- (d) Locals under trusteeship have been plundered by the very officials entrusted with the management of their affairs.
- (e) Locals under trusteeship have been used as pawns in political battles within international unions, often in order to boost the ambitions of particular candidates for high office.

With the aim of correcting these abuses, the Act sets out the purposes for which a trusteeship may be established as "correcting corruption or financial malpractice, assuring the performance of collective bargaining agreements or other duties of a bargaining representative, restoring democratic procedures or otherwise carrying out the legitimate objects of such labour organization."

It further provides that trusteeships shall be established and administered "only in accordance with the constitution and by-laws of the organization which has assumed trusteeship."

To prevent trusteeships from being used to control election of officers, it is provided that during the period of the trusteeship, it is unlawful to count the vote of delegates from a local in trusteeship unless the delegates have been chosen by secret ballot in an election in which all the members in good standing of the local in trusteeship were eligible to participate.

To prevent the exploitation of local union funds through a trusteeship, it is made unlawful to transfer any funds from the local in trusteeship to the parent body except the normal *per capita* tax and assessments payable by locals not in trusteeship. However, this provision is not to prevent the distribution of a union's assets in accordance with its constitution and by-laws in case of a *bona fide* dissolution. Any

person who wilfully violates these provisions is subject to a maximum fine of \$10,000 or imprisonment for not more than one year, or both.

The legislation also seeks to prevent the prolonging of a trusteeship unnecessarily. It provides that in any proceeding relating to trusteeships, a trusteeship properly established is presumed to be valid for a period of 18 months from the date of its establishment and may not be attacked during that period except upon clear and convincing proof that it was not established or maintained in good faith for an allowable purpose. After 18 months the presumption is that it is invalid.

To make these standards effective, labour organizations which establish trusteeships over subordinate bodies must file a report with the Secretary of Labor within 30 days after the date of enactment of the Act or the imposition of the trusteeship and semi-annually thereafter. The report must be signed by the president and treasurer of the union imposing the trusteeship and by the trustees. It must contain a detailed statement of the reasons for establishing the trusteeship and the nature and extent of participation by members of the local in trusteeship in the selection of delegates to conventions and in the election of officers of the parent union. The initial report must contain a full and complete account of the local's financial condition at the time the trusteeship was established. During the trusteeship, the parent union must file for the trustee local the annual reports required by Title II.

These reports must be made available to union members and are declared to be public documents. Any person who makes a false statement or fails to reveal a material fact commits an offence punishable by a fine of \$10,000 or imprisonment for not more than one year, or both. Each individual required to sign a report is held personally responsible for the filing and for any statement contained in it which he knows to be false.

Enforcement by civil actions may be undertaken by a member or subordinate body of the union imposing the trusteeship or by the Secretary of Labor acting upon the written complaint of a member or of a local union that a trusteeship has been wrongfully imposed or that the provisions of the Act have not been followed.

The rights and remedies provided by the trusteeship provisions of the Act are not exclusive, but they are in addition to the rights and remedies available at common

law and equity. However, upon the filing of a complaint by the Secretary, the jurisdiction of the district court becomes exclusive and final judgment bars any other suit.

The Secretary of Labor is bound by the

statute to submit to the Congress at the expiration of three years from the date of enactment of the Act a report regarding the operation of the trusteeship provisions of the Act.

Title IV—Elections

The Select Committee recommended that legislation should cover the question of the frequency of elections of union officers and provide for the application of the principle of secret ballot. The Act carries out these recommendations and deals in detail with the elections of union officers, the terms of their office, nomination of candidates, election procedures and other related matters.

All these provisions aim at securing for union members the safeguard of impartial election of union officials and at preventing office holders from becoming a self-perpetuating group. Reasonably frequent and unfettered elections combined with an impartial count of ballots represent important elements of union democracy recommended by the Committee.

There is a direct link between the Bill of Rights (Title I) discussed above and the provisions of Title IV (Election of union officers); the latter represents a specific example of the implementation of certain rights granted union members in the Bill of Rights.

International and national labour organizations are required to hold elections of officers not less often than every five years; intermediate bodies, such as general committees and joint boards, not less often than once every four years; and local unions, every three years.

Every labour organization, whether local or international, is required to give to all members a reasonable opportunity for the nomination of candidates and every member in good standing is eligible to be a candidate and hold office. The election must be conducted by secret vote in the case of direct elections. When union officers are elected at a convention of delegates, the secret ballot requirement applies to the choice of delegates to the convention.

The Act also seeks to give effective means of protecting the legitimate interests of *bona fide* candidates for office. Unions are under a legally enforceable duty to comply with all reasonable requests of any candidate to distribute, at the candidate's expense, campaign literature to all members in good standing. Once within 30 days prior to an election a candidate is permitted to inspect a list containing the names and addresses of all members of the organization who are subject to a collective bargaining agreement requiring membership as a condition of em-

ployment. Adequate safeguards have to be provided by labour organizations to ensure a fair election, which include the right of any candidate to have an observer at the polls and at the counting of the ballots.

Each member in good standing is entitled to cast one vote and to support candidates of his choice, without being subject to reprisals of any kind by his union or any of its members.

The votes cast by members of each local organization must be counted and the results published separately. All ballots and other election records must be preserved for one year.

When officers are chosen by a convention of delegates elected by secret ballot, the credentials of the delegates and other records of the convention must also be preserved for one year.

The Act prohibits the use of union dues, assessments and similar levies for financing campaign expenses of candidates or paying campaign workers. The same prohibition applies to any funds which might be contributed by an employer towards promoting a candidate in an election. However, the union's funds may be used in connection with general expenses of an election, such as notices and factual statements of issues not involving candidates.

The Secretary of Labor may, upon application of a member of a local labour organization, make possible the removal of an elected officer guilty of serious misconduct. However, the Secretary's intervention, following a hearing, can take place only in those cases where he has determined that the constitution and the by-laws of the union do not provide adequate procedures for the removal. The Secretary's role is to assist the members by providing an administrative procedure that enables the members to decide the case in a secret ballot vote. When the Secretary has made such a determination, the officer may be removed, if misconduct is established in a fair hearing, by secret ballot vote of the members conducted by the union officers.

The right of members of labour organizations to seek redress through administrative procedures is not limited to the case of the removal of union officers for misconduct but it covers the violation of any provisions dealing with elections.

Before filing a complaint with the Secretary, a member of a labour organization, must, however, show that he has exhausted the remedies available under the union constitution and by-laws or prove his failure to obtain a final union decision within three months. The Secretary, after the investigation of a complaint, may either dismiss the complaint or bring a civil action in a federal court within 60 days. If the court finds that an election has not been held within the prescribed time, or that any other violations of election provisions have affected the outcome of the election, the election shall be declared to be void and a new election under the supervision of the Secretary shall be ordered. The results of such supervised election and the names of the persons elected must be certified by the Secretary and confirmed by a court decree.

An order directing an election, dismissing a complaint, or designating elected officers of a labour organization is appealable in

the same manner as the final judgment in a civil action, but an order directing an election is not to be stayed pending appeal.

The provisions of Title IV become effective at different dates, depending on how the various unions amend their constitutions and by-laws. A union whose constitution and by-laws can be changed by its officers or governing body becomes subject to the provisions of Title IV 90 days after the date of enactment. A union whose constitution and by-laws can be amended only by a constitutional convention becomes subject to the provisions of Title IV not later than the next constitutional convention following the date of enactment or one year after such date, whichever is sooner. If no such convention is held within such one-year period, the executive board or similar governing body empowered to act for such labor organization between conventions is empowered to make such interim constitutional changes as are necessary to carry out the provisions of this title.

Title V—Safeguards for Labour Organizations

In addition to the duties and responsibilities imposed in the first four titles, Title V deals further with the regulation of union officers.

It first of all states that union officers have a fiduciary relationship with the union and its members. This provision does not restrict unions with respect to the purposes for which their funds may be used or the investments that can be made, but simply provides that union officers are required to hold, invest and expend the union's money and property solely for the benefit of the union and its members and in accordance with the constitution and by-laws. Further, union officers are required to refrain from dealing with the union in an adverse capacity or on behalf of an adverse party in any matter connected with their duties as officers. A union officer is also required to account to the union for any profit received by him in connection with his work as a union officer.

A general exculpatory provision in the union's constitution such as a declaration that officers shall not be held liable for any breach of fiduciary duties is declared to be "void as against public policy."

Enforcement of this provision may be through the action of the members of the union. A member alleging that an officer has violated his fiduciary duties must first go to the union with his complaint, but if, after a reasonable time, the union fails to take action, the member may ask a federal or state court for leave to sue. If he can show that he has complied with the

Act, and can show good cause, he may sue the union officer, seeking damages or other appropriate relief. A trial judge may allot a reasonable part of any recovery in such an action to pay the legal and other costs necessarily incurred by the member in bringing the suit.

There is another form of enforcement in that the Act makes embezzlement of union funds by a union officer a federal offence punishable by a fine of not more than \$10,000 or imprisonment for not more than five years, or both.

A bond is required by the Act for all union officers, agents, shop stewards or other representatives of employees who handle the funds or property of a union or of a trust in which a union is interested "for the faithful discharge of his duties." This requirement applies to all unions except those whose property and annual financial receipts do not exceed \$5,000.

The bond must be fixed at the beginning of the union's fiscal year and must be in an amount not less than 10 per cent of the funds handled by the person it covers, or his predecessor, in the preceding fiscal year. In no case is it required to be more than \$500,000. The bond may be individual or schedule in form and the surety company must be one on the certified list of the Secretary of the Treasury as an acceptable surety on federal bonds. A union officer, representative or employee who is not bonded is forbidden to handle or control any funds or property of the union.

A violation of the bonding requirement appears to subject the union as well as the officer or employee to criminal penalties, a fine of not more than \$10,000 or imprisonment for not more than one year, or both.

The Act also provides that no union shall make loans to any officer or employee of the union which result in a total indebtedness to the union of more than \$2,000 on the part of a particular officer or employee. A union is also forbidden to pay the fine of any officer or employee convicted of any wilful violation of the Act. The penalty for violation of either of these provisions is a fine of not more than \$5,000 or imprisonment for not more than one year, or both.

The Act bars Communist Party members and persons convicted of certain crimes from serving as officers, directors, trustees, members of governing bodies, business agents, managers, organizers, or as any other employees of a union. Such persons are also forbidden to be employed as labour relations consultants to employers or employers' associations.

Former Communists are affected by the prohibition during five years after the termination of their membership in the Communist Party. By an amendment to the Taft-Hartley Act, non-Communist affidavits

are no longer required of union officers as a condition of access by the union to the procedures of the National Labor Relations Board, and need no longer be filed with the Board.

The exclusion of felons from holding union office covers persons who have been convicted of robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, or a violation of Title II or III of this Act, or conspiracy to commit any such crimes.

The employment bar may be removed from a felon within five years after conviction if citizenship rights revoked as a result of conviction are fully restored or the Board of Parole of the Department of Justice determines in accordance with the appropriate procedures that the prohibited employment would not be contrary to the purposes of the Act.

Unions and their officers are forbidden from knowingly permitting any Communists or felons to assume or hold office in violation of this prohibition.

Wilful violation of these provisions is punishable by a fine of not more than \$10,000 or imprisonment for not more than one year, or both.

Title VI—Miscellaneous Provisions

The Secretary of Labor may make investigations for discovering violations of any provisions of the Act, except the provisions of Title I (the Bill of Rights of union members). In this connection, the Secretary may enter such places, inspect such records and question such persons as he may consider necessary to enable him to get the facts. The Secretary may report to interested persons or officials concerning the facts required to be shown in any report required by this Act and concerning the reasons for failure or refusal to file such a report or any other matter which he deems to be appropriate as a result of such an investigation.

Picketing for the purpose of, or as part of any conspiracy or in furtherance of any plan or purpose for the personal profit or enrichment of any individual by taking or obtaining any money or other thing of value from an employer against his will or with his consent, is made a federal crime. Wilful violations of this provision are punishable by a fine of up to \$10,000, imprisonment for up to 20 years, or both. Picketing to secure *bona fide* wage increases or other employee benefits, however, is expressly excluded from the application of this provision.

Unions, their officers and employees are prohibited from fining, suspending, expelling or otherwise disciplining any member for exercising any right to which a member is entitled under the Act. Persons whose rights have been infringed by any violation of these provisions may bring a civil action in a district court of the United States for such relief as may be appropriate. If force or violence or the threat of force or violence has been used in restraining the exercise of any such right, a fine of not more than \$1,000 or imprisonment for not more than one year, or both, may be imposed.

Making public a report on the first two months of operation of the Labor-Management Reporting and Disclosure Act of 1959, U.S. Secretary of Labor James P. Mitchell said that the law was already beginning to show beneficial effects on the labour-management relations scene by beginning to rid unions of such corrupt elements as exist and by assuring all union members a full voice in the affairs of their union.

"Reports from around the country indicate," the Secretary said, "that rank-and-file members of unions which have been mis-managed in the past are pleased with the results of the new law. Members of one local wrote to tell me that for years their union had been organized so that out of 5,500 members only 600 had a right to vote for officers. This will be changed now, they say.

"Upon being informed of the Act's provisions, the membership of another local union sent their international president a wire demanding that the trusteeship of their local be lifted.

"A member of still another union local wrote me to say that the first union meeting he attended after the law was passed was 'the first meeting where no one was ever out of order. If you said something before, and the officers didn't like it, you

were always out of order. This time you had your say, and we like it that way.'"

Highlights of Mr. Mitchell's report were:

The removal from office of several union officials with recent criminal or Communist records;

The release from trusteeship of a number of local unions by their international organizations;

The investigation by the Labor Department of complaints made to it by union members and the referral to the Justice Department of matters found to warrant consideration for possible criminal prosecution;

The receipt and public disclosure of reports on 500 trusted unions;

The receipt and public disclosure of reports from labour-management consultants.

Legal Decisions Affecting Labour

Court quashes CLRB order to bargain because of organizational changes in union concerned. Salesmen on commission held not subject to Saskatchewan vacation act. U.S. Supreme Court upholds Taft-Hartley injunction issued in steel strike

In *certiorari* proceedings arising out of an order of the Canada Labour Relations Board requiring a shipping company to bargain, it was held that the parent union organization did not take over the bargaining rights of one of its councils when the council was dissolved.

The Saskatchewan Annual Holidays Act was held not to apply to a real estate salesman because in the particular circumstances of this case an employer-employee relationship did not exist.

In the United States, an injunction restraining the steel strike for a period of 80 days under the emergency dispute provisions of the Taft-Hartley Act was appealed to the Supreme Court. The Supreme Court held that the federal court which issued the injunction had adequate grounds for finding that continuance of the strike would imperil the national safety, and upheld the injunction.

Ontario High Court...

...rules parent organization may not substitute itself for one of its units as bargaining agent

On April 21, 1959, Chief Justice McRuer of the Ontario High Court in *certiorari* proceedings quashed the Canada Labour Relations Board's order requiring a company to bargain collectively with the National Association of Marine Engineers

of Canada, Inc., parent organization of the Great Lakes and Eastern District Council of the Association, which previously was certified as a bargaining agent for a unit of the company's employees and subsequently was dissolved by the parent organization. The Court held that the Board had no jurisdiction to direct the company to bargain with a corporation that was not in fact certified as a bargaining agent.

The National Association of Marine Engineers of Canada, Inc., was incorporated on August 27, 1926 under a Canadian charter. The charter empowered the National Council of the Association, under such regulations as it might make from time to time, to organize and constitute subordinate councils which would have local autonomy and control over their own assets and finances. Under the by-laws of the Association, any number of sub-councils whose territory is contiguous to one another may form themselves into a District Council for their mutual benefit, and the National President may issue a warrant, or certificate, to a District Council so formed. Further, the by-laws provided that District Councils have authority to conduct all the business and to control all the affairs pertaining to their districts when in conformity with the by-laws of the National Council.

In due course, pursuant to the constitution of the National Corporation, district councils were formed, among them the Great Lakes and Eastern District.

On May 7, 1953, an application was made by the National Association of Marine Engineers of Canada, Inc., (Great Lakes and Eastern District) to the Canada Labour Relations Board for certification as bargaining agent of certain employees of the Gulf and Lake Navigation Company, Limited, and in due course the certification was granted.

Later, however, difficulties arose between the national body and the Great Lakes and Eastern District Council, resulting in the dissolution of the District Council pursuant to By-law XXVIII of the parent body. Section 4 of that by-law provides:

The forfeiture or cancellation of the Warrant of a Council involves the suspension of all its members from the rights and privileges of the Association except those who have paid their dues and assessments and are not involved in any act committed by the Council involving forfeiture. Such members may be transferred to a council of their choice.

On February 13, 1959 the Board ordered

The Gulf and Lake Navigation Company Limited forthwith to commence collective bargaining with the National Association of Marine Engineers of Canada, Inc., the certified bargaining agent of marine engineers employed by the Company exclusive of chief-engineers with a view to the completion of a collective agreement between them covering such engineers and to make every reasonable effort to conclude such agreement.

The validity of the 1959 order of the Board was challenged in *certiorari* proceedings on the application of a rival union.

Chief Justice McRuer defined the issue as follows: Did the Board have jurisdiction to order the Company to bargain with the National Association of Marine Engineers of Canada, Inc., as the certified bargaining agent of its employees?

It was contended by the applicant that the order of certification made pursuant to the application of May 7, 1953 was a certification of the Great Lakes and Eastern District, an autonomous body of employees formed under the provisions of the charter and by-laws of the National Association of Marine Engineers of Canada, Inc. Further, it was argued that the Board had no jurisdiction to direct that the employers bargain with a corporation which was not on the record as the certified bargaining agent representing the employees.

In Chief Justice McRuer's opinion, the issues involved in this matter had far-reaching consequences. The charter of the National Association of Marine Engineers of Canada provides for a body which is to have a National Council which may organize

and constitute subordinate councils with local autonomy. If the Court were to accept the argument presented by counsel of the Association, it would be within the power of the national body to organize so-called local autonomous councils which could apply for certification on behalf of the employees constituting the local council and then the national body could dissolve all the local councils and by that act create itself the bargaining agent of the local bodies, although they had been organized with local autonomy, and thus destroy the effect of the constitution giving them self-governing power and the right to speak for themselves.

Chief Justice McRuer examined the relevant provisions of the Industrial Relations and Disputes Investigations Act and the original order of the Board made pursuant to the application of May 7, 1953. He noted that the bargaining agent certified under this order was the autonomous body known as the Great Lakes and Eastern Council. Its officers applied for certification in the name of the autonomous unit and it was certified in that name.

Chief Justice McRuer rejected the submission made by counsel of the Association, who argued that the National Association of Marine Engineers of Canada, Inc., is a corporation and the acts done by the local councils must be taken to be corporate acts and, as a result, it was in fact the corporation that was certified as the bargaining agent as distinct from the group which composed the Great Lakes and Eastern District Council. In Chief Justice McRuer's opinion, to accept such argument would be to do great violence not only to the letter but to the spirit of the constitution. He concluded that the Board had no jurisdiction to order the Company to bargain with a corporation that was not in fact certified as a bargaining agent.

Accordingly, the order of the Board requiring the company to bargain collectively with the National Association of Marine Engineers of Canada, Inc., was quashed. *Banks et al. v. Canada Labour Relations Board et al.* (1959) 19 D.L.R. (2d), Part 4 & 5, p. 325.

Saskatchewan District Court. . .

. . . rules that Annual Holidays Act does not apply to real estate salesman working on commission

On June 29, 1959, Mr. Justice Friesen of a Saskatchewan District Court allowed an appeal of a real estate company from a conviction under the Annual Holidays Act for failing to pay holiday pay to a salesman working on commission on the termination of his employment.

In allowing the appeal, the Court held that the relationship between the agency and the salesman was not that of master and servant, but of principal and commission-sales agent. When the relationship of master and servant does not exist, then there is no employer-employee relationship within the meaning of the Annual Holidays Act and the Act does not apply.

The following were the circumstances of the dispute.

A real estate agency in Regina was convicted under the Annual Holidays Act for failing to pay holiday pay to one of its salesmen on the termination of his employment.

The company carries on the business of real estate and insurance brokers, and acts as agents for loan companies and other financial institutions in receiving applications for and completing mortgage loans on real property. Each salesman is given a book containing listings of properties listed with the company and the salesman then endeavours to contact prospective purchasers. The salesman applies whatever time he wishes to his occupation and is under no obligation to the company to apply any portion of any day, week or month. The company supplies the salesman with office space and with a telephone and other services usually provided in an office at the firm's expense but the salesman is under no obligation to use such services if he does not wish to. The salesman works on a commission on the sale of a property. The usual commission is 5 per cent of the purchase price, of which one-half goes to the salesman. The company keeps a record of all sales and commissions earned by the salesman. The salesman is entitled to payment as soon as the sale is completed, but may be allowed a drawing account. As a matter of office routine, settlement is usually made at the end of each month. If no sale is made, no commission is payable or earned by the salesman.

The salesman in question made his own income tax returns, which disclosed his gross commissions earned during the year without deductions of any kind such as would normally be made for unemployment insurance, income tax, etc. He also deducted the costs of operating his car, house telephone and other expenses in connection with his operations.

He had been associated with the appellant company from May 1954 until July 2, 1958. He never made a request for holidays during the time he was associated with the firm. He was under no obligation to come to the firm's office at any specific time, but came and went as he pleased. The firm

did not check or in any way supervise his activities. There was no rule of practice or conduct laid down by the company.

On February 27, 1959, the company was convicted in Magistrate's Court, upon information of a Labour Standards Officer, for failing to pay the salesman holiday pay on termination of his employment as required by the Annual Holidays Act.

The company appealed this conviction on a number of grounds, *inter alia*, on the ground that the magistrate who convicted the company erred in finding the company was an employer within the meaning of the Annual Holidays Act, and in finding that the share of commission paid to the salesman was remuneration within the meaning of the Act.

Dealing with the company's appeal, Mr. Justice Friesen noted that the nature of the business carried on by the firm brought both the firm and the salesman within the provisions of the Real Estate Agents Licensing Act, under which the firm was required to be licensed as an "agent" and the salesman was required to be licensed as a "salesman." Both were duly licensed.

Counsel for the Crown admitted that the evidence did not establish the usual relationship of master and servant and that the principles of law applicable to such relationship did not apply. However, Counsel argued that notwithstanding the absence of such relationship, the Annual Holidays Act should apply; that the Annual Holidays Act must be read along with the Real Estate Agents Licensing Act, because both use such terms as "employer," "employ," "employed" and "employment"; that said words must be construed and interpreted as having the same meaning in both acts and therefore the conviction should be upheld. Counsel for the company, on the other hand, contended that each of the said Acts must be construed and interpreted without reference to the other.

Although, Mr. Justice Friesen noted, it was admitted that the relationship of master and servant did not apply to the situation in the dispute, he thought that it would be desirable to ascertain the law with respect to such relationship.

In 25 *Halsbury*, 3rd ed., p. 447, the characteristics of the relationship between master and servant, in general, are stated as follows:

Whether or not, in any given case, the relationship of master and servant exists is a question of fact; but in general, the relationship imports the existence of power in the employer not only to direct what work the servant is to do, but also the manner in which the work is to be done.

The relationship of master and servant is characterized by a contract of service, express or implied, between the master and the servant. A contract of service is one in which a person undertakes to serve another and to obey his reasonable orders within the scope of the duty undertaken.

In some legal decisions the following have been stated to be the signs of a contract of service: (1) the master's power of selection of his servant; (2) the payment of wages or other remuneration; (3) the master's right to control the method of doing the work; and (4) the master's right of suspension or dismissal.

Also, it was noted that whether in any given case the relationship of master and servant exists or not is a question of fact, but the relationship imports the existence of power in the employer not only to direct what work the servant is to do but also the manner in which it is to be done (*Howes v. Chemical Distributors* (1929) 1 W.W.R. 217).

Where there is no obligation on the part of a person to do work for a company, and no obligation to provide work for a person, but merely a provision that the company would, in a certain event, pay certain remuneration to a person, the contract between the parties cannot be properly described as one of hiring and service or employment but rather is one of agency, that may, in the absence of a term expressed or implied to the contrary, be terminated at the will of either party.

In a further reference to some legal decisions, Mr. Justice Friesen noted that the difference between the relationship of master and servant and of principal and agent may be said to be this: A principal has the right to direct what work the agent has to do, but the master has the further right to direct how the work is to be done.

In a recent case of *Keshen v. Lipsky & Co.* (1956) O.W.N. 277, the trial judge made the following references to the relationship of a principal and a commission sales agent:

My opinion of the plaintiff's status is fortified by his own admission that he was not bound to work any specified number of hours or days, that his time was his own, and that he could devote as little time or as much time as he chose to the business of the defendant. He regarded himself as a "free-lance agent". I am unable to form any other view than that the relationship between the plaintiff and the defendant company is that of a principal and a commission sales-agent *simpliciter*, as contrasted with a form of agreement which falls more closely within the analogy of the strict master and servant cases...

Relying on the authorities above cited, Mr. Justice Friesen concluded that according to the evidence presented the relationship between the company and the salesman

was that of principal and agent, or to use another phrase, principal and commission sales-agent. The company in no way laid down any rules of conduct so far as the salesman was concerned; he was free to apply his efforts and energy when and where he wished; his income was dependent entirely upon his own efforts; he could work the whole day, part of a day or not at all; he could sever his association at any time without notice to the company except such as was required by the Real Estate Agents Licensing Act.

Next, Mr. Justice Friesen examined the relationship between the Annual Holidays Act and the Real Estate Agents Licensing Act.

Counsel for the Crown argued that the words "employed," "employment" and "employer" in certain sections of the Real Estate Agents Licensing Act supported the contention that this salesman was in fact as well as in law an "employee" of the company.

Mr. Justice Friesen did not accept this argument. He was of the opinion that the sections referred to by counsel for the Crown must be considered along with other sections of the Act, including the section which defines "salesman": "Salesman means a real estate salesman and includes a person employed, appointed or authorized by a real estate agent to trade in real estate..."

If a person was employed for wages or salary, that would normally establish the relation of master and servant. But, on the evidence adduced, this salesman was not an "employee" or "employed" by the company within the meaning of the word "employ" as used in the above definition.

In Mr. Justice Friesen's opinion, the Act has clearly drawn a distinction between commission or other remuneration. A salesman could no doubt enter the service of an agent at an agreed monthly salary or similar compensation and agree to work only a required number of hours per day during the ordinary business day and therefore be subject to the control or direction of the agent. Under such circumstances, such person would be a person who is employed by the agent.

The word "employment" used in the Act could not be taken at its ordinary meaning, but it must be related to "employed, authorized or appointed" and may therefore have several meanings according to the nature of the terms of the agreement between the parties. On the evidence Mr. Justice Friesen found that the salesman was not "employed" by the company in the ordinary sense of the word but that he

was "appointed or authorized" by the company to trade in real estate. He was "so appointed or authorized" to trade in real estate, he was licensed as a salesman and the company was entitled to "permit or engage" him to trade in real estate and was obligated to pay only commission on each "trade". The evidence shows that no other remuneration was ever paid or agreed to be paid.

If he was then not "employed" within the Real Estate Agents Licensing Act, what then was his position and that of the company under the Annual Holidays Act?

Counsel for the Crown contended that the word "remuneration" as used in the Annual Holidays Act is wide enough to include the payment of commission by the company to the salesman, and that it does not merely include wages as such.

Section 2 (3) reads: "employee means a person of any age of either sex who is in receipt of or entitled to any remuneration for labour or services performed for an employer."

Counsel for the company contended that the word "employee" as defined in Section 2 (3) could not be construed and interpreted until the word "employer" was construed and interpreted. With this submission Mr. Justice Friesen agreed.

Section 2 (4) reads:

"employer" means any person, firm or corporation employing one or more employees and includes every agent, manager, representative, contractor or principal and every other person who either

- (a) has control or direction of one or more employees, or
- (b) is responsible, directly or indirectly, in whole or in part, for the payment of wages to, or the receipt of wages by, one or more employees.

Since the relationship of master and servant did not exist, as had been admitted by Counsel for the Crown, then, in Mr. Justice Friesen's opinion, the Act did not apply to the company because there was, as already found, no control or direction of or by the company of the salesman and there was no responsibility on the part of the company to pay "wages" to him. The company's appeal was allowed and the conviction of the magistrate set aside and the information dismissed. *Clarke v. Clear and May Company Limited*, (1959) 28 W.W.R., Part 15, p. 673.

U.S. Supreme Court...

...upholds injunction ordering steelworkers to go back to work for 80-day cooling-off period

On November 7, 1959, the Supreme Court of the United States, in *certiorari* proceedings, upheld a judgment of the Court

of Appeals for the Third Circuit, affirming an injunction issued by the District Court ordering the members of the United Steelworkers of America, on strike against the major steel companies, back to work for an 80-day period.

The issue came before the Supreme Court when the Steelworkers appealed the injunction obtained under the emergency provisions of the Taft-Hartley Act.

The collective bargaining agreements between the Steelworkers and the steel companies expired on June 30, 1959. The failure to reach a new agreement between the union and the steel companies resulted in a strike that began on July 15, 1959. On October 9, 1959, the President of the United States, acting under the national emergency provisions of the Labor-Management Relations Act, 1947 (the Taft-Hartley Act), issued an Executive Order appointing a Board of Inquiry to inquire into the issues involved in the dispute. The President expressed the opinion that the strike, if permitted to continue, would imperil the national health and safety.

The Board of Inquiry made an investigation of the issues and attempted to have the parties resolve the dispute by free collective bargaining. These efforts were unsuccessful. The Board of Inquiry rendered its written report to the President on October 19, 1959, with a conclusion that the parties had failed to reach an agreement and there was no prospect for an early cessation of the strike. The day on which he received the report, the President instructed the Attorney General, pursuant to the provisions of Section 208 of the Act, to petition the appropriate district court in the name of the United States to enjoin the continuance of the strike.

On October 20, 1959, the Attorney General filed a petition in the District Court in Pittsburgh for an injunction to order the striking steel workers back to the mills.

District Court

On October 21, 1959, Federal Judge Herbert P. Sorg granted an injunction restraining the strike. The Court accepted the governmental submissions pointing to the effects of the strike on the defense programs and on the general economy of the United States. The Court reached the conclusion that the strike, if permitted to continue, would imperil the national health and safety and thereby cause irreparable injury to the United States and, therefore, the Government was entitled to the relief asked for.

Court of Appeals

The decision of the District Court was appealed by the Steelworkers to the Court of Appeals for the Third Circuit.

Before the Court of Appeals the union challenged the decision first on constitutional grounds. The union contended that there was no "case or controversy" before the District Court which it could adjudicate in the sense required by the constitution. Further, the union contended that an injunction could be issued lawfully only if it was employed as a remedy to enforce a pre-existing legal duty; and that the injunction issued was creating the right and at the same time enforcing it.

In dealing with the union's submissions, the Court of Appeals pointed out that Congress intended the Labor-Management Relations Act to operate by its terms when a strike "affects an entire industry or a substantial part thereof..." and "will imperil the national health or safety..." and it was the duty of the District Court to find or not to find that the circumstances were such that the national health or safety was imperiled.

When, in those circumstances, the jurisdiction of the United States District Court in invoked, it is the duty of the Court in the exercise of its sound legal discretion under the Act to issue an injunction if it finds the necessary operative facts.

The union also contended that the contents of the affidavits submitted by the Government were insufficient to bring the case within the reach of the Taft-Hartley Act. The scope of the emergency provisions is limited to situations which will imperil "the national health or safety." The union argued that the country, despite the strike, is prosperous, and that a comparatively small part of the steel output is needed for national defense work and that the steel required for "health" in order to meet the needs of hospital construction and the like is very limited indeed. Moreover, the union asserted that if the United States needs more steel for any particular defense use the union would co-operate patriotically in seeing that the necessary supply of steel was forthcoming. The union indicated also that there is a good-sized inventory of steel on hand, that steel is available from foreign sources and, therefore, any contention that the industrial dispute is imperiling the safety and health of the nation is unrealistic because there is no immediate threat of harm.

In countering these arguments, the Court pointed out that the Act speaks to the future: "If (the strike is) permitted... to continue (it) will imperil the national

health or safety." The Act does not say how far into the future the United States and the courts may look. However, the testimony presented was that the current supplies of steel were rapidly diminishing. The union's willingness to get a plant or plants open would not be, in the Court's opinion, of much help. The steel industry is too vast and too complicated to be segmented so as to make such a result practicable.

The Court reviewed the affidavits presented by the Government regarding the effect of shortage of steel on governmental defense programs and health and safety of the nation, noting that these affidavits contained strong statements indicating that the effect of a prolongation of the present strike would definitely imperil the national health and safety.

The Court reviewed also the affidavits presented by the union and concluded that it could not be said that the findings made by the Court below were clearly erroneous.

The union argued that even if it was assumed that the findings of the District Court were not clearly erroneous, an injunction was far too sweeping a remedy for the ills which the court found would result from the continuance of the strike. The Act merely gave to the District Court "jurisdiction to enjoin" and that Court, in granting the injunction, abused its legal discretion. The Government, on the other hand, argued that if the Court below had not granted the injunction, the refusal would have been a breach of discretion.

The union argued that there are other statutes that could have been employed by the United States adequately to relieve any danger to the national health or safety and application of which would call for a much less drastic remedy than the injunction. In this respect the union pointed to some provisions of the Defense Production Act and to the Universal Military Training and Service Act. The Appeal Court did not accept the union's argument. If there is sufficient evidence of present or future danger to national health or safety, then the danger is great enough to call for a remedy as sweeping as the law permits. Consequently the District Court did not abuse its discretion in granting the relief which the Government asked for. Also, the Court pointed out that without an injunction, the further statutory procedure for the settlement of the dispute designed by Congress to effect an end to the labor dispute, that is, reconvening the Board of Inquiry, the publication of its report, the secret ballot of the employees on the question whether they wish to accept the final

offer of settlement made by the employers, could not be applied.

For these reasons, the Court of Appeals confirmed the judgment of the District Court.

Circuit Judge Hastie, in a dissenting opinion, indicated that he was not persuaded that a case has been established for the issuance of a Taft-Hartley injunction. In his opinion, the primary purpose of a temporary injunction under the emergency provisions of the Taft-Hartley Act is not to force strikers to return to work but to facilitate a settlement of a serious industry-wide strike by collective bargaining. The evidence presented would indicate that an injunction would not facilitate, and might even make more difficult, a negotiated settlement of the steel strike. Therefore, in these circumstances, an exercise of sound discretion would rather have led to a denial of the requested injunction.

The primary purpose of the Taft-Hartley Act is to achieve a negotiated settlement of the dispute, Judge Hastie continued. To accomplish this primary purpose the statute invokes the equity jurisdiction of the district courts. The Court must consider in the normal fashion of equity whether injunctive relief will serve the intended purposes of the Act. Equity refrains from issuing orders which appear vain in that they seem unlikely to serve their intended purpose. Therefore, a court, before issuing an injunction, should satisfy itself that there is a reasonable basis for belief that a forced suspension of the strike will accelerate the process of collective bargaining. In the case at bar there is nothing which would warrant a conclusion that the objective of more productive bargaining would be served by an injunction. On the contrary, there is reason for apprehension that the granting of an injunction will remove existing and rapidly mounting economic pressure upon all parties to settle their differences quickly, and thus be harmful to the statutory objectives of promoting a strike settlement by bargaining.

Also, Circuit Judge Hastie was of the opinion that it was within the equitable power of the district court, while refusing to enjoin the strike, to require the parties to follow such procedures as under the terms of the statute would be mandatory after an injunction. In this respect he disagreed with the view of the majority that such procedures as the statute requires after an injunction are legally impossible without one. He would have the district court order the parties to engage in continuing and persistent bargaining, to accept the assistance of the Federal Mediation and Conciliation Service and the Presidential Board of In-

quiry and, if settlement should not result within sixty days, to permit the National Labor Relations Board to take a secret ballot of the employees of each employer involved on the acceptance or rejection of their employer's final offer of settlement.

On October 30, 1959, the union appealed the ruling of the Court of Appeals to the United States Supreme Court. On November 3, 1959, arguments were heard by the Supreme Court. The decision of the Supreme Court upholding the injunction and directing workers back to work was rendered on November 7, 1959.

Supreme Court

In its judgment, the Supreme Court noted that in the lower courts the parties argued the propriety of the District Court's exercising its equitable jurisdiction to enjoin the strike in question once the findings have been made. These arguments ranged widely into broad issues of national labor policy, the availability of other remedies to the Executive and the effect of a labor injunction on the collective bargaining process.

The Supreme Court did not believe that Congress in passing the statute intended that the issuance of an injunction should depend upon judicial inquiries of this nature. Congress was not concerned with the merits of the parties' positions or the conduct of their negotiations. Its basic purpose seems to have been to see that vital production should be resumed or continued for a time while further efforts were made to settle the dispute.

To carry out its purposes, the judgment of the Supreme Court continued, Congress carefully surrounded the injunction proceedings with detailed procedural devices and limitations such as the public report of the Board of Inquiry, the exercise of political and executive responsibility personally by the President in directing the commencement of injunction proceedings, the statutory machinery to settle the dispute during the injunction, and the limited duration of the injunction. These measures represent a Congressional determination of policy factors involved in the difficult problem of national emergency strikes and are binding on the Courts.

The statute imposes upon the Courts the duty of deciding, upon the evidence adduced, whether a strike or lockout imperils the national health or safety.

Accordingly, the Supreme Court reviewed the findings of the two lower Courts. The union contested the findings of the Courts that the continuation of the strike would imperil the national health and safety. The

parties disputed the meaning of the statutory term "national health"; the Government insisted that the term comprehends the country's general well-being, its economic health; the union argued that the term means simply the physical health of the citizens. The Supreme Court did not find it necessary to solve this controversy because, in its opinion, the judgment below was amply supported on the ground that the strike imperils the national safety. The Court was satisfied with the evidence pointing to the strike's effect on specific defense projects without deciding whether "national safety" in this context should be given a broader construction and application.

As to the union's suggestion that a selective reopening of some of the steel mills would suffice to fulfil specific defense needs, the Supreme Court stated that the statute was designed to provide a public remedy in times of emergency and could not be construed to require the Government either to formulate a reorganization of the affected industry to satisfy its defense needs without the complete reopening of closed facilities, or to demonstrate in Court the unfeasibility of such a reorganization.

The union contended that the statute is constitutionally invalid because it does not set up any standard of lawful or unlawful conduct on the part of Labour or Management. In the Supreme Court's opinion, the statute does recognize "certain rights in the public to have unimpeded for a time production in industries vital to the national health or safety." It makes the United States the guardian of these rights in litigation.

In conclusion the Supreme Court affirmed the judgment of the Court of Appeals affirming that of the District Court.

Mr. Justice Douglas dissented. In his dissenting opinion he noted that the President, in asking for the injunction, construed the word "health" to include the material well-being or public welfare of the nation. In the decision of the District Court, the meaning of "national health" was so construed and the Court of Appeals, in sustaining the injunction, was apparently of the same view. This seemed to Mr. Justice Douglas to be an interpretation that was unwarranted. In his opinion, Congress, when using the words "national health," was safeguarding the heating of homes, the delivery of milk, the protection of hospitals, and the like. The coal industry, closely identified with physical health of people, was actually mentioned in the Senate in illustration of the need for the measure. During the debate, reference was

made to strikes in industries "like coal or steel" among those to be barred in "the public interest" but the Senate did not go that far, and the Senate view prevailed.

Mr. Justice Douglas agreed that steel production in its broadest reach may have a great impact on "national health". The shortage of steel could, for instance, affect the production of machinery for processing food, or could affect the hospitals' requirements for surgical instruments. However, that there are such shortages that imperil the "national health" was not shown in the evidence presented. Unless these particular findings were made, in Mr. Justice Douglas' opinion, no case could be made out for founding the injunction on impending peril to the "national health".

Neither, in his opinion, could this broad injunction be sustained when it is rested solely on "national safety".

The District Court found that "certain items of steel required in top priority military missile programs are not made by any mill now operating, nor available from an inventory or from imports". But one cannot find in the record the type or quantity of the steel needed for defense, the name of the plants at which those products are produced, or the number or the names of the plants that will have to be reopened to fill the military need. It is known, Mr. Justice Douglas continued, that for one and a half years ending in mid-1959 the shipments of steel for defense purposes accounted for less than 1 per cent of all the shipments from all the steel mills. If 1,000 men, or 5,000 men, or 10,000 men can produce the critical amount the Defense Departments need, what authority is there to send 500,000 men back to work? Without knowing what fraction of the industry is necessary to produce the portion of steel needed for defense purposes, the District Court was not capable of pronouncing a decree that would safeguard the national "safety" and still protect the rights of labour.

Mr. Justice Douglas would reverse the injunction decree and remand the cause to the district court for particularized findings as to how the steel strike imperils the "national health" and what plants need to be reopened to produce the small quantity of steel now needed for the national "safety". The inquiry should also include any questions pertaining to "national health" in the narrow sense in which the Act uses those words. *United Steelworkers of America v. United States*, United States Supreme Court, November 7, 1959.

Recent Regulations under Provincial Legislation

Amended Newfoundland regulations require medical examinations for workers in dust-exposure occupations, and new apprenticeship regulations require certain motor vehicle repairmen, after next May, to hold certificates of qualification

In Newfoundland, amendments to the Mines (Safety of Workmen) Regulations require applicants for employment in dust-exposure occupations to undergo medical examinations with annual check-ups. New apprenticeship regulations provide that after May 1, 1960, tradesmen in the motor vehicle repair trade in the Avalon Peninsula must have certificates of qualification.

Other regulations deal with certificates of qualification in the radio technician trade in Alberta, compensable industrial diseases in New Brunswick, apprenticeable trades in Manitoba, and penalties under the British Columbia Workmen's Compensation Regulations.

Alberta Coal Mines Regulation Act

Alberta Regulation 279/59 under the Coal Mines Regulation Act was gazetted August 31, amending Alta. Reg. 362/57 (L.G. 1958, p. 190). The new regulation permits the following type of shot-firing device for use in underground mines: M-S-A 20-Shot Blast-Unit (U.S. Bureau of Mines Approval No. 16 D-10).

Alberta Tradesmen's Qualification Act

In Alberta, regulations governing the trade of a radio technician were amended by Alta. Reg. 315/59 to provide that persons engaged in the trade must now have four years experience in the trade instead of three before they may be eligible to try the examinations for a certificate of qualification.

As before, a candidate who fails to qualify for a certificate may be given an appropriate standing as an apprentice and register as an apprentice and complete his training according to the Apprenticeship Act and Regulations.

British Columbia Factories Act

By a proclamation gazetted on September 17 as B.C. Reg. 269/59, cement, glass and chemical factories and hospital laundries have been exempted from the provision of the Factories Act requiring factories to be closed on specified holidays.

British Columbia Workmen's Compensation Act

The British Columbia Workmen's Compensation Board recently issued a regulation increasing from \$300 to \$500 the maximum penalty that may be imposed for a breach

of the accident prevention or other regulations under the Workmen's Compensation Act.

The new regulation, which was gazetted on October 1 as B.C. Reg. 276/59, was made under authority of a 1959 amendment to the Act permitting the Board to raise the ceiling on fines.

Manitoba Apprenticeship Act

In Manitoba, the machinist trade was declared to be a designated trade under the Apprenticeship Act by a proclamation gazetted October 31.

The Schedule to the Act lists 71 trades deemed to be suitable for apprenticeship. To date 18 have been designated.

New Brunswick Workmen's Compensation Act

In New Brunswick, meat handlers in meat packing and allied occupations who contract brucellosis (undulant fever) in the course of their employment are now entitled to compensation under the Workmen's Compensation Act, as a result of a regulation approved by O.C. 59-709 gazetted on September 16.

Brucellosis is also listed in the schedules of compensable industrial diseases in British Columbia, Saskatchewan and Prince Edward Island.

Newfoundland Apprenticeship Act

New regulations of the Newfoundland Apprenticeship Board gazetted on October 27 require tradesmen in the auto body and motor vehicle repair trade in a prescribed area to hold a certificate of qualification.

Other apprenticeship regulations gazetted that day authorize the Board to grant a Newfoundland certificate of qualification in a designated trade to a person who has been licensed in another province and set out fees for examinations, certificates, permits and renewals.

The regulations respecting certificates of qualification in the auto body and motor vehicle repair trade apply in the Avalon Peninsula, including Bell Island, except the land beyond an imaginary line drawn from Chapel's Arm in Trinity Bay to Long Harbour in Placentia Bay. They cover all motor mechanics who make adjustments and repairs and replace worn or damaged mechanical, electrical or body parts. They do not apply, however, to persons who do

work commonly performed by service-station attendants such as repairing tires, installing motor vehicle accessories, replacing hose, fanbelts, etc., cleaning or replacing spark-plugs or recharging batteries.

Under the new regulations, every employer or self-employed person who is engaged in or who employs persons engaged in the motor vehicle and auto body repair trade is now required to register with the Apprenticeship Board.

Subject to certain exceptions, no person may work as an auto mechanic or auto body repair man after May 1, 1960, unless he is the holder of a valid certificate of qualification in the trade.

The exceptions are: (1) apprentices, (2) persons between 16 and 21 years whom the Board has granted permits under Section 27A of the Act authorizing them to work up to three months in any year, and (3) persons already engaged in the trade who have been given special permission to continue working without a certificate of qualification.

Permits to work without a certificate of qualification may be granted to persons who were engaged in the auto body or motor vehicle repair trade when the regulations came into force or within the previous year, provided applications are submitted within one year after May 1, 1960. To be eligible for a permit, the applicant must satisfy the examining board that he has had experience in the trade and does not wish to try the examinations necessary to qualify for a certificate of qualification. If a permit is refused, the applicant may appeal to the Apprenticeship Board.

Certificates and permits issued before December 31, 1960 will expire on that date. Those issued later must be renewed every two years.

An application for renewal must be submitted to the Director of Apprenticeship within three months before or within one year after the date of expiration of the certificate or permit and will be considered by the appropriate examining board. If a certificate is not renewed within the prescribed period, the holder must pass the examinations prescribed under the Certificates of Qualification Regulations, 1955, before he may be issued a new certificate. A permit will not be renewed unless the holder applies within the period specified.

The regulations also require certificates and permits to be posted in workplaces.

Newfoundland Regulations of Mines Act

In Newfoundland, the Mines (Safety of Workmen) (Amendment) Regulations, 1959, issued under the Regulations of Mines Act, were gazetted October 6. They incorporate into the existing regulations (L.G. 1957, p. 722) new provisions requiring medical examinations in dust-exposure occupations, and come into operation on April 1, 1960.

"Dust-exposure occupation" means underground work, surface work in ore or rock-crushing processes where water or a chemical solution is not used, and other work designated by the chief inspector.

An applicant for employment in a dust-exposure occupation must undergo complete physical examination by a medical examiner appointed by the Minister of Health, and obtain a medical certificate to the effect that he is free from active disease of the respiratory organs, has no history of active tuberculosis during the preceding five years, and is otherwise fit for such employment. He must have his medical certificate renewed annually, undergoing a complete physical examination.

A mine operator is forbidden to employ a person in a dust-exposure occupation without a medical certificate. An exception is made in the case of a person who is not able to obtain a medical certificate immediately before, or within three months after, his employment began because a medical examiner was not available. A person engaged in a dust-exposure occupation for less than 50 hours in a month is also excepted.

The medical certificate is to be in prescribed form, and the holder of a medical certificate is required to give it to his employer, who must record his employment on it. The manager or superintendent of the mine is under obligation to obtain the medical certificate for the purpose of making this endorsement. The employer may retain the medical certificate during the period of employment, but must return it one month before the employee's annual physical examination or when his employment is terminated. The employer is also required to keep a record of medical certificates in his custody.

It is further specified that "this regulation does not apply to a person who has been continuously employed in a dust-exposure operation since the date of the coming into force of this regulation".

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for benefit and of initial and renewal claims, average weekly number of beneficiaries, average weekly benefit payment, and total of benefits paid in September all less than year-earlier figures, statistics* show

Claimants† for unemployment insurance benefit numbered 201,600 on September 30. This was 4 per cent fewer than on August 31 and 29 per cent below the total on September 30, 1958. On September 30 males comprised 62 per cent of the total, compared with 63 per cent on August 31 and 70 per cent on September 30, 1958.

The total of 115,100 initial and renewal claims for benefit in September was about 13 per cent more than in August but 27 per cent below the total in September 1958. The monthly increase in initial claims was 14 per cent, slightly higher than the 10-per cent increase in renewal claims. More than 60 per cent of the decrease from last year's 157,600 claims was in renewal claims.

The average weekly number of beneficiaries was estimated at 155,000 for September, 154,700 for August and 224,000 for September 1958.

The average weekly payment was \$20.54 in September, \$20.19 in August and \$21.10 in September 1958.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for September show that insurance books or contribution cards have been issued to 4,541,695 employees who had made contributions to the Unemployment Insurance Fund since April 1.

At September 30 employers registered numbered 323,768, an increase of 1,706 since August 31.

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

Enforcement Statistics

During September investigations conducted by enforcement officers across Canada numbered 6,135. Of these, 3,924 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 127 were miscellaneous investigations. The remaining 2,084 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 166 cases, 63 against employers and 103 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,620.*

Unemployment Insurance Fund

Revenue in September totalled \$19,953,-518.86 compared with \$20,426,861.74 in August and \$22,780,521.77 in September 1958. Benefits paid in September totalled \$13,375,586.41 compared with \$13,123,-155.75 in August and \$19,813,097.35 in September 1958. The balance in the fund on September 30 was \$455,238,779.41; on August 31 it was \$448,660,846.96 and on September 30 last year, \$643,876,775.25.

*These do not necessarily relate to the investigations conducted during this period.

Decision of the Umpire under the Unemployment Insurance Act

Decision CUB-1682, October 1, 1959

(Translation)

Summary of the Main Facts: The claimant, whose application for benefit will serve as a test case for a large number of other insured persons (members of the International Alliance of Theatrical Stage Employees, the National Association of Broadcasting Technicians, and the Association of Radio and Television Employees of Canada), was regularly employed as an assistant script writer by the Canadian Broadcasting Corporation in Montreal, when, according to her statement, she lost her employment on December 29, 1958 for the following reason: "Labour dispute. I am a member of the IATES. I was unable to cross the picket line. Unemployed, capable of working and available for work." Subsequently, she explained that she had not crossed the picket line to go to work "in order to avoid any physical and moral violence."

The labour dispute referred to is the one described in the document known as exhibit No. 11, the particulars of which are as follows:

1. The Canadian Broadcasting Corporation, Montreal Division, employs the services of some 2,700 persons in the following classes:
Supervisory and confidential employees, about 600;
Members of the class of workers represented by the Association of Radio and Television Employees of Canada (ARTEC), including announcers, clerical workers, switchboard operators and others, about 800;
Members of the class of workers represented by the Association of Radio (ANG), consisting of news editors, about 50;
Members of the class of workers represented by the Building Service Employees' International Union, including janitors, cleaners and others, about 55;
Members of the class of workers represented by the Canadian Council of Authors and Artists, about 93;
Members of the class of workers represented by the International Alliance of Theatrical Stage Employees (IATES), including stage hands, studio hands, costumers, film editors and cutters, painters, carpenters and others, numbering about 650;
Members of the class of workers represented by the National Association of Broadcasting Technicians (NABET), including operators and persons employed in the maintenance of equipment, about 450;
T.V. producers, recently organized into the Association of T.V. Producers, affiliated with the Canadian & Catholic Confedera-

tion of Labour, numbering about 85 (included in the figure of 600 shown under supervisory and confidential).

2. T.V. Producers had been employed on individual written contracts of employment on term basis and were not covered by any collective bargaining agreement.
3. In the evening of 5 December 1958, a general meeting was held by the T.V. producers, who decided to request bargaining rights for their association which they had just formed. As a consequence of this, the employer called a meeting of the T.V. producers on 11 December 1958 at which the T.V. producers indicated that they were seeking recognition by the Canadian Broadcasting Corporation for their Association to act as the bargaining agent for them.
4. On 19 December 1958, the elected executive committee of the T.V. Producers' Association requested a meeting with the employer, which was held the same day. The Association representatives advised the employer that the members of the Association had voted in favour of forming a professional association incorporated under the Professional Syndicate Act of the Province of Quebec and of becoming affiliated with the Canadian & Catholic Confederation of Labour. Official demand was also made at this meeting for recognizing the Association as bargaining agent for the T.V. producers. The employer rejected this demand.
5. On 23 December 1958, the Association of T.V. producers held a meeting of its members, who took a strike vote giving authority to their executive committee to call a strike at the opportune moment.
6. Upon being informed of the strike vote, the employer arranged a meeting with the Association representative, which was held on Monday, 29 December 1958. As no agreement was reached at this meeting, the Association called a strike to take effect at 5 p.m., on 29 December 1958.
7. At 5 p.m., on 29 December 1958, 74 T.V. producers out of a total of 85 walked off the premises and established a picket line.
8. During the evening of 29 December 1958, a mass general meeting was held by the members of all unions representing the various classes of workers employed by the employer in Montreal. It was decided at the meeting that the members of these unions would support the T.V. producers' strike and would not cross the picket line. Pursuant to this decision, about 1,700 members of the various classes of workers employed by the CBC in Montreal refused to continue to work and did not report to work, as from 30 December 1958. It is reported that a few union members who did cross the picket line walked out again when they were called out by their union officials. There remained at work about 900 employees, including supervisory and confidential staff, most employees of headquarters engineering and employees of the International Service.

9. As a result of the action of the T.V. producers and the 1,700 members of other classes of workers, the normal operations of the Montreal Division of the CBC were considerably reduced.
10. The essential operations of actual broadcasting were performed by the supervisory and confidential group and thus the television and radio stations were kept in operation. However, several regular programs were stopped and some of them were replaced by films rented for this purpose or by recordings taken from the reserve stock.
11. Thus, the production of live television programs was stopped, the only live broadcasts being the daily news and "Ce Soir" (a short broadcast to announce the program for the evening), and the production of Kines was also stopped. The production of live radio programs was greatly reduced and so was the production of recordings. There was a considerable reduction on commercials and a consequential reduction in revenue. There was a reduction of about 23% in the production of the International Service.
12. The actual broadcasting time of television was also reduced. Prior to the strike, CBFT, the French television station, had been broadcasting 70½ hours per week, consisting of 16 hours of films, 52 hours of live programs and 2½ hours originating from other stations in the network. By reason of the strike, the broadcasting time was reduced to 58 hours per week, consisting of 50½ hours of films (generally rented), 5½ hours of live programs and 2½ hours originating from other stations in the network. The English television station being mainly fed from the English network originating in Toronto did not have to reduce its broadcasting time to the same degree, but whereas there had been 13 hours a week of English live programs produced in Montreal prior to the strike, this was reduced to five hours by reason of the strike.
13. Because of the absence of the technicians, the maintenance of equipment has virtually stopped since the strike although it is a very important part of the employer's operations.
14. Clerical work was also virtually stopped.
15. On 12 January 1959, some 600 (mainly clerical workers) members of the class of workers represented by the Association of Radio and Television Employees of Canada (ARTEC) returned to work on the instructions of the National Headquarters of their Union. However, about 200 members of this Union, including most of the announcers, maintained their refusal to return to work and continued to support the T.V. producers. In addition, the members of the classes of workers represented by other unions also maintained their refusal to return to work and their support to the T.V. producers. Although the return to work of clerical workers made it possible to resume clerical work, the continued absence of the other workers, including technicians, theatrical workers, announcers, artists, etc., prevented a resumption of the other normal work that had been stopped or greatly reduced by reason of the strike.
16. Since the date of the strike, several meetings were held between the T.V. Producers' Association and the employer, but no agreement was reached.
17. Mass meetings of all unions involved have been held at various times since the strike. On 9 January 1959, a mass meeting was held which indicated continued support for the T.V. producers (*Montreal Star*, 9 January 1959). At this meeting, the members of the Association of Radio & Television Employees of Canada (ARTEC), among others, voted in favour of honouring the picket line (*La Presse*, 12 January 1959). On 12 January 1959, about 1,000 union members of CBC employees staged a public demonstration in the heart of the Montreal shopping district and in front of the CBC building, after a mass meeting of some 1,800 members. This meeting had discussed an order to return to work received from the National Headquarters of the Association of Radio and Television Employees of Canada (ARTEC) and it was indicated by the meeting that the other unions involved were still fully behind the strike. It is on that same date that some 600 members of the class of workers represented by the Association of Radio and Television Employees of Canada (ARTEC) returned to work in accordance with the order received from their Union headquarters. The newspaper accounts report that no violence took place when these employees crossed the picket line to return to work on 12 January 1959 (*Montreal Star*, 12 January 1959). At the mass meeting of 12 January 1959 also, some 200 members of the Association of Radio and Television Employees of Canada (ARTEC) protested the order to return to work received from their Union headquarters and requested a general meeting of their Union to clarify the situation (*La Presse*, 12 January 1959). On 14 January 1959, another mass meeting of the members of all unions involved reaffirmed full support for the strike and decided to continue picketing (*Montreal Star*, 14 January 1959). On 21 and 22 January 1959, the members of the National Association of Broadcasting Technicians (NABET) and of the International Alliance of Theatrical Stage Employees (IATES) re-affirmed at a meeting their decision to support the strike and to respect the picket line by votes of over 90% in favour of such action (*La Presse*, 22 and 23 January 1959).
18. No violence has been reported on the picket line and no report has been made of any violence elsewhere against the employees who reported to work and crossed the picket lines prior to 8 January 1959. However, some incidents of violence were subsequently reported in newspaper accounts. The *Montreal Star* of 10 January 1959 reported that three officials of the CBC who were remaining at work stated that their houses had been damaged in the early morning of 8 January 1959 when some paint in soft-drink bottles was thrown through the windows. The *Montreal Star* of 13 January reported that on the previous day jars of paint had been heaved through the front windows at the home of another employee, a union technician who had gone back to work three days before. The *Montreal Star* and *La Presse* of 14 January 1959 reported that the Vice-President of the Montreal Local Branch of the Association of Radio and Television Employees of Canada (ARTEC) had been assaulted in the hall of his home as he returned from work at 7:30 in the evening of 13

January. *La Presse* of 14 January 1959 also reported that during the previous week a 10-inch ash-tray had come out of a window of the 4th floor of the CBC building and fallen on the street, some two feet from one of the pickets, and that sugar or molasses was put in the gas tanks of several cars belonging to the supervisors at work. The *Montreal Star* and *La Presse* of 14 January 1959 also reported that, on the previous day, several tires on cars belonging to supervisors and employees at work were deflated. *La Presse* of 23 January 1959 reported that the wife of a producer who had remained at work was slapped across the face at the door of her home.

On January 30, 1959, the insurance officer notified the claimant that she was disqualified as of January 4, 1959 and for the duration of the work stoppage, because she had lost her employment by reason of a stoppage of work attributable to a labour dispute at the premises at which she was employed and because she had participated in the said dispute.

On February 26, 1959, the claimant appealed to the board of referees, in part as follows: "I did not lose my employment on December 29, 1958, because of a stoppage of work attributable to a labour dispute at the Canadian Broadcasting Corporation..."

On April 13, 1959, the board of referees heard the appeal. The claimant, who testified at the hearing, was represented by Guy Merrill Desaulniers, solicitor. The CBC was represented by Mark Devlin, regional industrial relations agent, who also testified. René Lessard, President of NABET, and Yvon Dansereau, business agent for IATSE, were also present at the hearing. Another claimant, William Allan, also appeared as a witness.

Briefly, the claimant's solicitor submitted first that there had been no labour dispute within the meaning of section 2 (j) of the Act, since the dispute was between employers, the producers being part of the management or direction of the Corporation and the other employees not having any dispute with the latter.

The solicitor then submitted that even if the board of referees came to the conclusion that there had been a labour dispute, it was impossible to pretend that a substantial stoppage of work had occurred in the production, since the Corporation, either locally or throughout the country, had at no time substantially reduced the duration of its broadcasts. He supported his statements with figures and jurisprudence.

In the course of her testimony, the claimant stated, among other things, that she had been present at the meeting of December 29, 1958, that she had reported

to work the next day, that there was a picket line and that she had been warned that it was better for her not to go in. She added that the police did not prevent her from going in, that she could have walked in had she wanted to but she did not know "what would have happened afterwards," and that her abstention was a question of sympathy and also a "question of principle toward the picket line," of "danger" and of "fear" since people who had crossed the picket line had been "roughly handled afterwards." As for herself, she had not been "directly" threatened.

The claimant added that she was an employee of the CBC, working "under the direction" of a producer, but that it was not the latter who had hired her and that he did not have the power to dismiss her.

On April 14, 1959, the board of referees, by a majority vote, confirmed the decision of the insurance officer. The dissenting member was of the opinion that the claimants should have been disqualified under section 60 of the Act.

On June 8, 1959, the International Alliance of Theatrical Employees and Moving Picture Machine Operators of the United States and Canada appealed to the Umpire. The appellant's solicitor, Guy Merrill Desaulniers, then requested an extension of time, which was granted to him by the Umpire, and following his request on August 20 for a hearing, the case was heard in Montreal on September 9, 1959. Those present at the hearing were Mr. Desaulniers, solicitor for the appellant, F. G. Power, acting for the Unemployment Insurance Commission, Rosaire Parent, Assistant Personnel Manager of the Quebec Division, and Mark Devlin, Industrial Relations Regional Agent, both from the CBC, and Yvon Dansereau, acting for IATSE, and René Lessard, President of NABET.

During the hearing, Mr. Power produced as an exhibit a blank form of the undertaking applicable to the producers involved in the work stoppage of December 29, 1958. The contract, which covers so many months and provides for an "annual salary," reads in part as follows:

(2) IT IS UNDERSTOOD THAT as a Television Producer your services shall include the creation and production of Television programs and also such other functions and duties associated with or related to CBC program production as may be assigned to you. It is to be fully understood that your services shall relate to sustaining or commercial production.

(3) YOU AGREE that you will faithfully, honestly and diligently serve the Corporation exclusively during the term of your employment and that you will devote your labour and skill to said exclusive service and you shall not accept payment, bonus, gratuity, or salary from any person other than the Corporation and it

is further agreed, unless otherwise expressly authorized in writing on behalf of the Corporation that you will not engage in any employment or services with or without remuneration or gain outside of the services of the Corporation.

(4) **IN THE CASE** of productions to be broadcast simultaneously or otherwise over television and other transmission media, the Corporation shall have the right to assign to you the entire production of the program.

(5) **YOU UNDERTAKE** and agree to carry out your engagement and services in accordance with such Regulations, Instructions and Directions as shall issue from time to time governing production and program content thereof to the end that the standards of the Corporation may be maintained at all times and that the Corporation may be protected from demands and claims made against it by third persons arising out of contract, or in tort, or arising out of Copyright.

(6) **IT IS ALSO AGREED** and understood that all Property Rights in Copyright or by which any substantive right may arise with respect to live, transcribed or recorded (film) television productions, shall vest in the Corporation; the intention being that all such Rights shall vest in the first instance in the Corporation by reason of the Character of your engagement.

(7) **UNLESS** otherwise directed by the Corporation, your daily routine for the performance of your services shall comprise every day of the month including statutory and religious holidays; provided that you shall have 13 days off with pay, as may be assigned by the Corporation, for every period of 13 weeks of continuous service.

(8) **THE AVERAGE** weekly number of hours of work and services on the Corporation's premises or on location, which you will be called upon to perform, shall be not less than 40 hours and not more than 50 hours averaged over a 13-week period.

(9) **IN ADDITION** to the days off provided for in Clause 7 you shall also be entitled to annual leave with pay at the rate of 4 weeks per annum, either as assigned by the Corporation or as may be granted on account of illness.

(10) **IF** during the term of this contract it has been impractical or impossible to grant you all the leave earned under Clause 9, hereof, the Corporation shall:

- (a) If this agreement is not renewed, reimburse you in cash at this contract rate for all leave to your credit or
- (b) In the event that a further contract of employment is concluded with you, give you, at its discretion, the privilege of being reimbursed in cash for all or part of the said leave or give you the privilege of taking during your next contract period such leave which has not been reimbursed.

(11) **IT IS AGREED AND UNDERSTOOD** that you do not qualify for participation in the CBC Pension Plan but you will participate in and come under the terms of the CBC Group Life Insurance Plan during the period of your engagement with the Corporation. It is further agreed and understood that you authorize the Corporation to make the necessary deductions from your salary for this purpose.

(12) **SHOULD** your assignment of duties involve necessary travelling and expense on your part, the related expenses incurred shall be entirely governed by the Travelling Regulations of the Corporation.

(13) **IT IS AGREED** that this agreement may be terminated:

- (a) By either party without cause by giving ninety days' notice in writing to the other party directed by registered mail in your case to the undersigned (or his successor), in care of the Corporation's office where you are employed and in the case of the Corporation to the last known address signified by you to it; and
- (b) Forthwith by the Corporation in the event that you should:
 - (i) Engage in any employment or service with or without remuneration or gain outside of the service of the Corporation as herein provided for and set forth;
 - (ii) Accept payment, bonus or gratuity from any person other than the Corporation relating to your services; or
 - (iii) Conduct yourself in a manner such as in the opinion of the Corporation, may cause discredit to the Corporation or violate the provisions of Clause 5.

Considerations and Conclusions: I have carefully studied the considerations which the solicitor for the appellant and the representative of the Commission have, very clearly and precisely, placed before me at the hearing.

The evidence indicates that the producers, at the time they stopped working had a dispute with the Canadian Broadcasting Corporation and that such dispute dealt with, on the one hand, a request for, and on the other hand, a refusal of, permission to establish a professional association of producers under the Province of Quebec Professional Syndicates Act and the consent to the affiliation of such an association with the *Confédération des Travailleurs Catholiques du Canada*; the dispute, therefore, according to the jurisprudence followed in CUB-1446, was in connection with the conditions of employment of the said producers.

The Canadian Broadcasting Corporation is undoubtedly, and this does not seem to have been contradicted, an employer. As to the producers, whether or not they were part of the management or the direction by virtue of an *ad hoc* delegation of powers and responsibilities, I cannot see how they could be held that this should be a reason for them to be considered, either individually or collectively, as being employers in the sense that they were "masters" without being "servants" as to the carrying out of their duties. On the contrary, the evidence given by the claimant before the board of referees as well as the terms of their contract of employment, clearly indicate that the producers were employees within the meaning ordinarily given to that word when, for example,

supervisors or foremen are involved, and this is sufficient, in my opinion, to include the producers within the class of "employees" contemplated by section 2 (j) of the Act. The dispute, as it existed on December 29, 1958, between the producers and the Canadian Broadcasting Corporation was, therefore, a "labour dispute" within the meaning of that expression in that section.

The evidence also indicates that the said labour dispute occurred at the place where the claimant was employed on December 29, 1958. As this fact, which in my opinion is clearly shown by the evidence, was questioned from at least one other point of view, I think I should stress the fact that the place of employment, for the purpose of applying section 63 of the Act to the claimants involved in this case, could only be the "premises" of the Montreal division of the Canadian Broadcasting Corporation and not all of its "premises" in Canada, or elsewhere if there be any. Subsection (3) of the said section provides that the separate departments of the same employer on the same premises may, under certain conditions, be deemed to be separate premises for the purposes of the said section; *a fortiori*, such distinction must be made when, as in the present case, the premises mentioned are geographically far apart and also separated physically as well as functionally for the purpose of the administration of each division.

As to the question of the work stoppage, it is a fact on record that the ordinary or normal "production" at the premises of the Montreal division of the Canadian Broadcasting Corporation stopped, so to speak, completely as of December 29, 1958. In such a case, and in the absence of any proof that the Corporation had decided to make permanent the change made in the nature and the extent of its activities, I must conclude that the improvised and essentially provisional arrangements made on account of the walk-out of the producers and other employees are not such as to

make "inapplicable" within the meaning of the established jurisprudence, not only the number of employees no longer at work, but also the nature and quantity of ordinary work that could no longer be carried out, viz., the live broadcasts as opposed to the film programs that were substituted therefor. Under those circumstances, a stoppage of work within the meaning of the Act must indeed be said to have taken place on December 29, 1958, and since nothing in the evidence indicates that such a stoppage would have occurred in the absence of a dispute between the producers and the Canadian Broadcasting Corporation, I must maintain that the claimant lost her employment "by reason of a stoppage of work attributable to a labour dispute" at the premises where she was employed.

Since the insurance officer and the board of referees have resolved in favour of the claimant the questions of interest and financing, the only question left for examination is whether the claimant can benefit from the exception provided under subsection (2) of section 63 in favour of an insured person who can prove that he did not participate in the labour dispute.

In this connection, I can only share the majority opinion of the board of referees, because the evidence clearly indicates that it was of their own will, and more precisely following a joint decision, the obvious, if not to say the anticipated, effect of which was to support the producers' demands, that the claimant and other employees of her grade or class refused to cross the picket line to go to work and that some of them even joined the said line. The allegation of violence or fear of violence, or even of threats, is contradicted by the evidence in the records, since hundreds of employees were in fact able to continue to go to work.

For all the above reasons, I must maintain the majority decision of the board of referees and dismiss the appeal of the union.

Workers covered by the Unemployment Insurance Act increased about 26 per cent during the five years ending December 1958, according to the *Supplement To The Statistical Report on the Operation of the Unemployment Insurance Act, 1954-1958* released last month by the Dominion Bureau of Statistics.

In the same period, however, claims filed increased almost one-third and benefit payments more than doubled.

Part III of the report is of particular significance as it comprises several appendices designed to facilitate an understanding of concepts and of the benefit provisions of the Unemployment Insurance Act. This section includes a discussion of basic differences between the 1940 and 1955 Acts, and statistical implications. A resume of major amendments to the Act together with the contribution and benefit schedules effective over the period is also provided.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during October Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 207 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 200 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in October for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	102	\$271,637.00
Post Office	10	157,613.19
RCMP	4	19,698.10

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during October

During October the sum of \$11,532.12 was collected from 20 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount has been or will be distributed to the 380 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during October

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Ste Anne de la Pocatiere Que: Montpelier Construction Ltd, paving of roads & yards, Experimental Farm. *Melfort Sask:* Homme Petroleum Construction Ltd, supply & erection of grain drying & storage shed, Experimental Farm.

Central Mortgage and Housing Corporation

Summerside P E I: M F Schurman Co Ltd, construction of two classroom extension to existing school (DND 4/59). *Greenwood N S:* Conniston Construction Co Ltd, site improvement & planting for 100 housing units (DND 7/58); Watkinson Ltd, clearing, grubbing & burning for road allowances (DND 10/59). *Halifax N S:* Eastern Woodworkers Ltd, construction of 348 housing units including ground services, paving & sodding (FP 2/58). *Gagetown N B:* Fowler Bros, repairs to color-bestos siding; Conniston Construction Co Ltd, site improvement & planting for 391 row housing units, Project 1/54. *Montreal Que:* Metallic Industries Ltd, *re-roofing garages, Benny Farm; Giuseppe Ottoni & Bachetti & Son, *snow removal, Benny Farm & Villeray Terrace; Industrial Maintenance Ltd, repointing of brick work. *Valcartier Que:* Service Paysagiste de Loretteville, site improvement & planting for 19-room elementary school & gymnasium (DND 9/57). *Deep River Ont:* Dell Construction Co Ltd, construction of 41 housing units (AECL 27/59). *Hamilton Ont:* Economy Home Builders, construction of 91-row housing units (FP 7/57). *Toronto Ont:* Green Lawn Landscapers, site improvement & planting for 105-row housing units, & additional tree planting & resodding at Regent Park South (FP 1/53); Fontaine Nursery Farms Ltd, site improvement & planting for 250 housing units (FP 5/54), Lawrence Heights; Season-Aire Aluminum, supply & installation of storm windows for 253 housing units, Regent Park South (FP 1/53). *Windsor Ont:* National Painting & Decorating Ltd, *painting of porches (Projects 4 & 13). *Wingham Ont:* McLellan & Son, *installation of eavestroughs (Project 1/48).

Department of Citizenship and Immigration

Pierreville Indian Agency Que: Donatien Therous, construction of 1.5 miles of road, Odanak Reserve. *Dauphin Indian Agency Man:* Freiheit Construction Co Ltd, addition to study & common rooms, MacKay IRS. *Meadow Lake Indian Agency Sask:* Humphrey Aluminum Window Co, replacing storm sash & window screens with aluminum units, Onion Lake IRS. *The Pas Indian Agency Man:* Frain Electric, wiring of houses, The Pas Indian Reserve. *Crooked Lake Indian Agency Sask:* Matheson Bros Ltd, construction of four-classroom school with vocational training & assembly hall, Cowessess IRS. *Blackfoot Indian Agency Alta:* Tundra Contracting Ltd, construction of 11 miles of road, Blackfoot Reserve; C Bolderhey Construction Co Ltd, general repairs, Crowfoot IRS. *Edmonton Indian Agency Alta:* Thomas Koziak, construction of nine porches for existing houses, Stony Plain Indian Reserve. *Stuart Lake Indian Agency B C:* B Boe Ltd, improvements to heating system, Lejac IRS.

Defence Construction (1951) Limited

Torbay Nfld: Lagendyk & Co Ltd, painting interior of hangar No 2 & leantos, RCAF Station. *Halifax N S:* Central Construction Co, construction of shore protection, Osborne Head Gunnery Range. *St Margarets N B:* Rayner Construction Ltd, reconstruction of PMQ access road & additions to storm drainage system, RCAF Station. *Montreal Que:* P H Longley & Co Ltd, construction of guard house bldg, HMCS *Hochelaga*. *Nicolet Que:* Dufort & Lavoie, reconstruction of bridge over Chenal de la Ferme at Inspection Services, Proof Establishment. *St Hubert Que:* R F Walsh Co Ltd, interior fire retardant coating of four hangars, RCAF Station. *London Ont:* Con-Eng Contractors Ltd, erection & finishing of steel prefabricated garage, with outside services, Wolseley Barracks. *Trenton Ont:* Cardinal Painting & Decorating Co Ltd, fire retardant painting of interior of four hangars, RCAF Station; Quinte Roofing Ltd, re-roofing of Hangar No 9, RCAF Station. *Uplands Ont:* Sirotek Construction Ltd, erection of superstructure of laboratory bldg for NAE high speed wind tunnel. *Calgary Alta:* Bluebird Painting & Decorating Co Ltd, fire retardant painting of interior of Hangar No 3, RCAF Station. *Camp Wainwright Alta:* Solar Construction Co Ltd, construction of tank firing range bldg. *Cold Lake Alta:* John Thompson-Leonard Ltd, supply, fabrication & erection of steam generating unit & appurtenances, RCAF Station. *Edmonton Alta:* Canadian National Railways, *rail spur to USAF bulk fuel compound, RCAF Station. *Namoo Alta:* Northwestern Utilities Ltd, *installation of natural gas service extension to USAF Development, RCAF Station. *Ralston Alta:* Oland Construction (1959), installation of joint reinforcing of timber trusses in Shopping & Recreation Center, Suffield Experimental Station. *Chilliwack (Vedder Crossing) B C:* Smith Bros & Wilson Ltd, construction of standard grenade range & latrine. *Masset B C:* Pacific Coast Pipe Co Ltd, supply & erection of water storage tank & tower. *Frobisher Bay N W T:* C A Pitts General Contractor Ltd, construction of intake pipe through dam wall from reservoir.

Building and Maintenance

Goose Bay Labrador: Malach Roofing & Flooring Ltd, re-roofing of bldgs, RCAF Station. *Gander Nfld:* Conniston Construction Co Ltd, grading & seeding, RCAF Station. *St Johns Que:* Lagendyk & Co Ltd, fire retardant painting of interior of hangar No 101 & leantos, RCAF Station. *Barriefield Ont:* McGinnis & O'Connor Ltd, resurfacing of roads & parking areas, Fort Henry Heights. *Camp Borden Ont:* Automatic Sprinkler Co of Canada Ltd, supply & installation of deluge foam & water system for automatic fire protection equipment, RCAF Station; Worcester-Rockwood Ltd, supply & installation of preaction system for automatic fire protection equipment, RCAF Station; Grinnell Co of Canada Ltd, supply & installation of wet pipe sprinkler system for automatic fire protection equipment, RCAF Station; Viking Automatic Sprinklers (Canada) Ltd, supply & installation of dry pipe system for automatic fire protection equipment, RCAF Station; Dishier-Farrand Ltd, asphalt surfacing of roads & road repairs, RCAF Station. *Cobourg Ont:* Cardinal Painting & Decorating Co Ltd, exterior wall waterproofing & exterior painting of warehouses 5 & 6, 26 COD. *Downsview Ont:* M G Reed & Associates, replacement of cables at Sub-Station, RCAF Station. *Oshawa Ont:* Vickery Electric Co, rewiring & relighting of Armoury. *Ottawa Ont:* H J Gascoigne Ltd, re-roofing of RCASC garage, Beach Bldg. *Moose Jaw Sask:* Atlas Roofing & Siding Co Ltd, supply & application of asbestos shingles to hangars & drill hall, RCAF Station. *Calgary Alta:* Park & Derochie Decorating Co Ltd, exterior painting of PMQs, Currie Barracks. *Boundary Bay B C:* Scotland & Adamson Paving Ltd, repairing & seal coating of paved roads, Vancouver Wireless Station.

Department of Defence Production

Bedford N S: Bedard-Girard Ltd, alterations to wiring in Magazine bldgs, RCN Magazine. *Cornwallis N S:* M L Foster, interior painting of two bldgs, HMCS *Cornwallis*. *Dartmouth N S:* Municipal Spraying & Contracting Ltd, renewal of asphalt pavement on runway, HMCS *Shearwater*. *Halifax N S:* McDonald Construction Co Ltd, construction of addition to fire hall, Bldg No D26, HMC Dockyard. *St Margarets N B:* Wm J Kerr Ltd, grubbing & grading of area designated as fire break, RCAF Station. *Hull Que:* National Roofing & Waterproofing Ltd, re-roofing of Armoury at Aylmer Road & St Joseph Blvd. *Montreal Que:* Milbern Mercantile Ltd, supply & installation of aluminum storm windows at Longue Pointe Ordnance Depot, 6565 Notre Dame St E. *Picton Ont:* Lundy Fence Co Ltd, replacing security fencing at Camp. *Fort Churchill Man:* Canada Catering Co Ltd, catering. *Portage la Prairie Man:* H G Hay Decorating Co, painting interiors of PMQs, RCAF Station. *Chilliwack B C:* McKenzie Bros, construction &

placing of concrete forms, reinforcing steel, etc, No 11 Works Company, RCE. *Comox B C*: Cochrane Fuel & Trucking Ltd, paving roads in Explosive Storage Compound to main taxi strip, RCAF Station; Cochrane Fuel & Trucking Ltd, application of hot mix asphalt concrete at expansion joints on Runway 11-29, Aerodrome. *Prince Rupert B C*: Yarrows Ltd, repairs to oil line in pipe culvert under CNR Lines & cleaning of oil storage tank, Morse Creek. *Watson Lake Y T*: Fleck Bros Ltd, application of asbestos fibre insulation to interior of metal garage bldg.

National Harbours Board

Montreal Harbour Que: Dominion Bridge Co Ltd, construction of superstructure, Section 6 of Champlain Bridge; J G Fitzpatrick Ltd, repairs & alterations to exterior concrete walls, Grain Elevator No 2; Spino Construction Ltd, supply & placing of fill at Sections 58-61. *Vancouver Harbour B C*: Northern Construction Co & J W Stewart Ltd, construction of transit shed No 2 on Centennial Pier.

Department of Northern Affairs and National Resources

Hay River N W T: Neveroski Painting & Decorating Ltd, interior painting of federal day school. *Yellowknife N W T*: Territorial Electric, electrical installation, Vocational Training Bldg.

Department of Public Works

St John's Nfld: McNamara Marine Ltd, harbour improvements (demolition of part of CNR fire damaged wharf). *Enmore P E I*: Ralph Ford, construction of landing wharf. *Squaw Point P E I*: Norman N MacLean, sea wall extension. *West Point P E I*: Hayes Paving Co Ltd, paving of wharf. *Clarke's Harbour N S*: Mosher & Rawding Ltd, harbour improvements. *East Cove (Seal Island) N S*: B & M Comeau Construction Co Ltd, extension of existing slipway protection. *Janvrin's Harbour N S*: Albert MacDonald, construction of wharf. *Jones Harbour N S*: Liverpool Lumber Co Ltd, wharf & breakwater repairs. *New Germany N S*: Acadia Construction Ltd, construction of Post Office. *Pictou N S*: R A Douglas Ltd, removal of quay wall superstructure; McDougall Construction Co Ltd, construction of shed (Old Pier "C"). *Queensport N S*: Rayner Construction Ltd, construction of wharf. *Three Fathom Harbour N S*: Naugle Sand & Gravel Co Ltd, repairs to causeway. *Cape Bald N B*: Modern Construction Ltd, construction of haul-out. *Richibucto N B*: Modern Construction Ltd, wharf repairs & paving roadway. *Sackville N B*: MacPherson Builders Ltd, construction of RCMP detachment quarters. *Black Cape (Howatson's Point) Que*: A O Ramier, wharf repairs. *Bonaventure East (Cullen's Brook) Que*: J P Boileau, construction of protection works. *Bromptonville Que*: Maurice & Claude Co Ltd, construction of retaining wall. *Cap de la Madeleine Que*: Marautier Construction Inc, construction of retaining wall; Marautier Construction Inc, construction of protection works. *Cap des Rosiers (Riviere Whalen) Que*: Clement Dumaresq, harbour improvement. *L'Anse au Beaufils Que*: Bisson & Dallaire Enrg, harbour improvements. *Mechins (Les Ilets) Que*: Wilfrid Verreault, construction of hauling plant & slipway. *Pabos Mills (Anse aux Canards) Que*: Gulf Construction, jetty reconstruction. *Pointe aux Trembles Que*: Jean Marie Cote, construction of protection wall. *Pointe Bleue Que*: Jean Paul Pelletier Inc, construction of pump house & sewage system, IRS. *Pointe-du-Lac Que*: Marautier Construction Inc, construction of protection work. *Rimouski Que*: Les Pavages Laurentiens Inc, wharf repairs & improvements (asphalt pavement). *St Anselme Que*: Edmond Cloutier, construction of Post Office. *Ste Marie de Beauce Que*: Jean-Baptiste Rioux, construction of protection works. *Sault au Mouton Que*: Leon Simard, wharf improvements. *Cedar Point Ont*: Birmingham Construction Ltd, wharf repairs. *Cyclone Island Ont*: Bergman & Nelson Ltd, repairs to Customs Wharf. *Elliot Lake Ont*: The Foundation Co of Ontario Ltd, construction of federal bldg. *Kenora Indian Agency Ont*: Eric R Norman, construction of house. *Ottawa Ont*: J H Meilleur, general repairs to roof surfaces & flashings & related work, No 1 Temporary Bldg, Wellington St; H J McFarland Construction Co Ltd, construction of roads, parking lots, sewers, sidewalks, etc, Phase 3, Riverside Drive Development; Metro Industries Ltd, installation of new domestic hot water tanks for Senate & House of Commons, Parliament Bldgs; Queensview Contracting & Development Co, resurfacing of inner courtyards & related work, Supreme Court Bldg, Wellington St. *Port Maitland Ont*: Ruliff Grass Construction Co Ltd, repairs to pier. *Sioux Lookout Ont*: Svein Flostrand, construction of staff unit, Sioux Lookout Agency. *Norway House Man*: Matheson Bros Ltd, construction of nurses' residence & paint shop. *Snow Lake Man*: Prendville Sawmills Ltd, construction of seaplane landing. *Barrhead Alta*: Dell Construction Ltd, construction of Post Office. *Gilford Island & Turnour Island B C*: S R Kirkland Construction Co Ltd, construction of approach & float, Gwayasdums IR No 1 & Karlukwees IR No 1. *near Ladner B C*: Gilley Bros Ltd, Deas

& Rose Islands, bank protection, Fraser River improvements. *McBride B C*: Stange Construction Co Ltd, construction of RCMP detachment quarters *Nanaimo B C*: J H McRae Co Ltd, electrical rehabilitation, hammerhead crane, Assembly Wharf. *Nakusp B C*: Guy Guido, construction of RCMP detachment quarters. *West Bay B C*: Fraser River Pile Driving Co Ltd, wharf repairs. *Fort Smith N W T*: Yukon Construction Co Ltd, construction of single staff quarters, 12 apartments (1959-1960).

Contracts Containing the General Fair Wages Clause

Brule N S: R A Douglas Ltd, dredging. *Buctouche N B*: Emery Lareenaire, exterior cleaning & repairs, federal bldg. *Shediac N B*: Eastern Painters & Applicators, general alterations, federal bldg. *Harrington Lake Que*: The B Philips Co Ltd, rebuilding of chimney & fireplace, Prime Minister's summer cottage; Ottawa Mechanical Services Ltd, installation of hot air system, Prime Minister's summer cottage. *Masson Que*: Donat St Amour & Fils, brickwork repairs, federal bldg. *Mont Laurier Que*: Simeon Belec, construction of new fence, federal bldg. *Quebec Que*: Louis Rheame, supply & installation of examination cubicles, Champlain Harbour Station. *Ste Anne de Beaupre Que*: Eugene Goulet, improvements to mail lobby, post office. *Arnprior Ont*: Don McLennan Plumbing, replacement of hot water pipes, Civil Defence College. *Hamilton Ont*: J P Porter Co Ltd, dredging. *Niagara Falls Ont*: James A McKechnie Ltd, supply & installation of reversible conveyer, post office. *Ottawa Ont*: Fournier Van & Storage Ltd, moving of furniture, Jackson Bldg; M Sullivan & Son Ltd, washroom alterations, "A" Bldg, Cartier Sq; Roy Soderlind & Co Ltd, installation of five window air conditioners, Transportation Bldg; Lavoie Construction Reg'd, boiler repairs, National Research Council, Sussex Drive; Ottawa Iron Works Ltd, installation of hoist, Forest Products Laboratory, Montreal Rd; A Bruce Benson Ltd, construction of new fence, Forest Products Laboratory, Montreal Rd; Able Construction Co, erection of tower, Meteorological Office, CEF; F G Bowie & Sons Ltd, repairs to fire alarm system, CEF; Ottawa Mechanical Services Ltd, plumbing alterations, Centre Block, Parliament Bldgs; Canartic Refrigeration Ltd, supply & installation of air conditioners, Centre Block, Parliament Bldgs; J H Meilleur, roof repairs, Norlite Bldg; Coleman Cinkant & Son Ltd, cafeteria alterations, DVA Bldg, Wellington St; De-Lux Decoration, redecoration of various rooms, No 1 Temporary Bldg; Sunnyday Contractors Ltd, repointing of marble & stone work, Postal Terminal "B"; Federal Electrical Construction Ltd, supply & installation of new lighting fixtures, RCMP Headquarters, Tremblay Road; Vaillancourt Agencies, repairs to venetian blinds, Dominion Bureau of Statistics. *Ottawa Ont & Hull Que*: Thompson Bros, maintenance of hydrants on Crown properties. *Owen Sound Ont*: Russel-Hipwell Engines Ltd, construction of twin screw tug. *Smith Falls Ont*: H Hagan & Sons, replacement of heating boiler, federal bldg. *Toronto Ont*: J P Porter Co Ltd, dredging. *New Westminster B C*: John Manly Ltd, construction & delivery of survey launch.

Department of Transport

Gander Nfld: Whelpton Electric Ltd, installation of low intensity lighting on Approach 27, Airport. *Stephenville Nfld*: United Construction Trades Ltd, heating plant modifications, Terminal Bldg. *Torbay Nfld*: Wm Jacobs Ltd, construction of water mains, pump house & related work. *Bunker Island N S*: Kenney Construction Co Ltd, construction of concrete combined fog alarm bldg & tower, repairs to pier & demolition of existing combined dwelling & fog alarm bldg. *Sydney N S*: Lynk Electric Ltd, installation of low intensity approach lights on Approach 14 & medium intensity runway lights on Runway 14-32, Airport. *Beaconsfield Que*: J R Robillard Ltd, repairs to Transmitter Bldg. *Dorval Que*: The Foundation Co of Canada Ltd, installation of fuel hydrants & associated piping in apron area of new terminal bldg, Montreal Airport; Dufresne Engineering Co Ltd, installation of heating tunnels & vault, Central Heating System, Montreal Airport. *Grindstone M I Que*: Fred C Lapierre, construction of garage & storage bldg. *Montreal Que*: Omega Construction Co Ltd, excavation, foundation, waterproofing & plumbing works for fingers, tunnels & aeroquay, Air Terminal Bldg. *Prince Shoel Que*: Construction Borings Ltd, *test borings & soil investigation work. *Cardinal Ont*: M J Sulpher & Sons Ltd, construction of radio coast station & related work. *Detroit River Ont*: McQueen Marine Ltd, *buoy maintenance. *Fort William Ont*: Mayotte Corefloor Ltd, extension to power house including sewer & water systems & related work, Lakehead Airport. *Kenora Ont*: Towland Construction Ltd, development of Airport. *London Ont*: E R Taylor Construction Ltd, addition to maintenance garage & related work, Airport. *Nakina Ont*: Barnett-McQueen Co Ltd, supply & erection of prefabricated steel maintenance garage & related work. *Ottawa (Uplands) Ont*: Shore & Horwitz Construction Co Ltd, construction

(Continued on page 1338)

PRICES AND THE COST OF LIVING

Consumer Price Index, November 1959

Canada's consumer price index (1949=100) edged up slightly between October and November this year from 128.0 to 128.3. It was the fourth successive rise and again brought the index to an all-time high.* The current index is 1.6 per cent above last year's November index of 126.3.

The food component declined 0.3 per cent in the month; increases of 0.8 per cent in the clothing index and 1.0 per cent in the other commodities and services index were largely responsible for the upward movement in the total index. Fractional increases of 0.1 per cent were registered both by the shelter and household operation indexes.

The clothing index advanced from 110.5 to 111.4 as November prices for women's fur coats and boys' parkas were up from prices prevailing at the end of last season as well as above the level of a year ago. Footwear recorded further price increases, particularly children's shoes, which were up 4.6 per cent. A number of men's furnishings rose slightly.

The rise in the other commodities and services index from 135.5 to 136.9 was due largely to initial prices of 1960 passenger cars, which were 4 per cent above the 1959 model prices of a year ago and 13 per cent higher than model year-end prices of October 1959. Higher prices were also in evidence for theatre admissions, pharmaceuticals, personal care items, men's haircuts, and women's hairdressings.

The shelter index increased from 142.4 to 142.6; rents were up 0.1 per cent and home-ownership up 0.3 per cent.

The change in the household operation index from 123.4 to 123.5 reflected a number of minor price increases for household utensils, supplies and fuel.

The food index declined from 124.2 to 123.8. Lower prices were reported for eggs, grapefruit, canned vegetables, some beef and pork cuts, and lamb. Most fresh vegetable prices were higher.

Group indexes for November 1958 were: food 123.2, shelter 139.8, clothing 110.4, household operation 121.5, and other commodities and services 133.1.

City Consumer Price Indexes, October 1959

Eight of the ten regional consumer price indexes (1949=100) advanced between September and October*. Increases ranged from 0.3 per cent in Saskatoon-Regina to 1.0 per cent in Vancouver. The Montreal index remained unchanged and the index for St. John's declined 0.3 per cent.

In eight of the ten regional cities, increases in the food component were largely responsible for advances at the total level. Egg prices rose significantly and seasonal increases were recorded for fresh tomatoes and lettuce. Milk prices rose in Toronto and Ottawa.

Clothing prices rose in seven of the ten cities, largely owing to the new season's lines. Price increases were particularly apparent in women's wear and children's wear. The household operation index increased in five cities, declined in St. John's and Halifax and remained unchanged in Montreal, Saskatoon-Regina and Edmonton-Calgary. Slight increases occurred in coal prices in Montreal and Winnipeg and wood prices rose in Vancouver. Prices of household items such as light bulbs and soap flakes were generally higher. Increases in seven cities were recorded for the other commodities and services component; indexes remained unchanged in Montreal and Ottawa and declined in Edmonton-Calgary. Doctors' and dentists' fees rose slightly in some centres. The shelter index remained unchanged in two cities, advanced slightly in four and declined in the remaining four centres.

Regional consumer price index point changes between September and October were as follows: Vancouver +1.3 to 129.6; Winnipeg +1.1 to 125.0; Ottawa +1.0 to 128.6; Toronto +0.9 to 130.3; Halifax +0.7 to 127.0; Saint John +0.7 to 129.0; Edmonton-Calgary +0.5 to 124.5; Saskatoon-Regina +0.4 to 124.6; St. John's -0.4 to 114.5†. Montreal remained unchanged at 127.8.

Wholesale Price Index, October 1959

Canada's general wholesale price index (1935-39=100) eased lower by 0.3 per cent in October to 230.1 from 230.9 in September but was 1.3 per cent above last year's October index of 227.2.

*See Table F-1 at back of book.

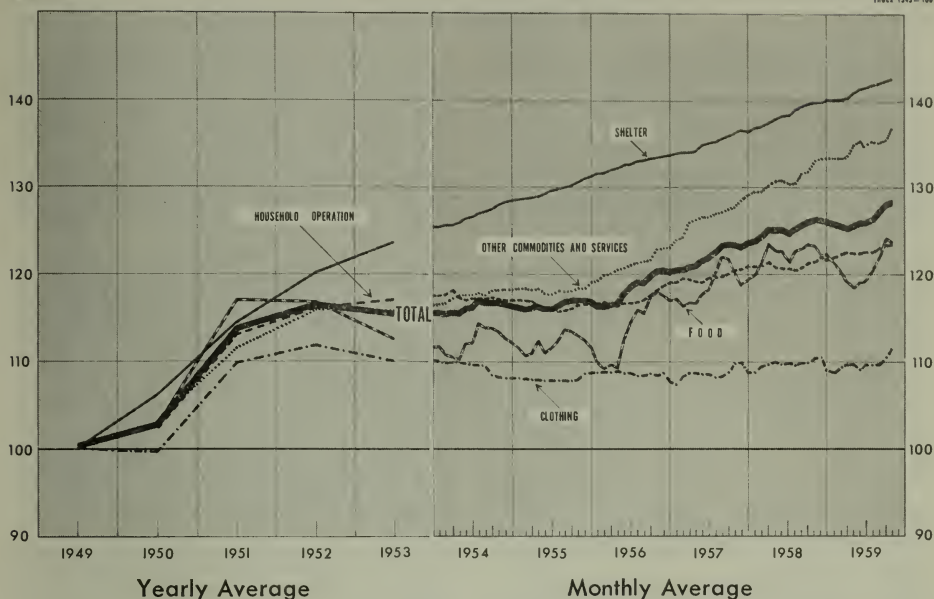
*See Table F-2 at back of book.

†On base June 1951=100.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



The decline between September and October conforms with the pattern of the last 10 years, although it is smaller than average. Indexes were lower for four of the major groups, higher for three, and unchanged in one.

The animal products group index decreased 2.4 per cent to 252.4 from 258.6, textile products group index declined 0.3 per cent to 227.7 from 228.3, and the index for non-metallic minerals eased to 185.7 from 185.8, and for wood products to 304.4 from 304.6.

The vegetable products index rose 0.4 per cent to 198.6 from 197.7, non-ferrous metals edged up to 173.5 from 173.3, and chemical products to 187.9 from 187.7.

The iron products group index at 255.9 was unchanged for the third consecutive month.

U.S. Consumer Price Index, October 1959

The United States consumer price index (1947-49=100) rose to another record in mid-October, the sixth in seven months. A drop of 0.3 per cent in the food index was more than offset by price rises in every other major group, with the result that the total index climbed 0.2 per cent to 125.5. Since March, the index has risen every month except August, when it declined 0.1 per cent, and each rise equalled or surpassed previous record highs.

U.K. Index of Retail Prices, September 1959

The United Kingdom index of retail prices (Jan. 17, 1956=100) dropped 0.6 per cent between mid-August and mid-September to 108.7, its lowest point since September 1958. Except in June, when it rose 0.2 per cent, and in July, when it rose 0.3 per cent, the index has declined steadily since the first of the year.

The number of establishments in the Canadian clothing industries rose 1 per cent to 2,550 in 1957 from 2,525 in 1956; employees 1.5 per cent to 91,114 from 87,799; and their salaries and wages 5.2 per cent to \$218,959,000 from \$208,216,000, the Dominion Bureau of Statistics has reported.

Fuel and electricity costs increased 4.7 per cent to \$3,369,000 from \$3,218,000, and value added by manufacture 4.6 per cent to \$352,614,000 from \$337,266,000. Material costs were virtually unchanged from the preceding year at \$398,406,000 compared with \$399,249,000.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 134

Accidents

1. U.S. BUREAU OF LABOR STATISTICS. *Work Injuries and Injury Rates in Sawmills and Planing Mills*. Washington, GPO, 1959. Pp. 33.

2. U.S. BUREAU OF LABOR STATISTICS. *Work Injuries and Injury Rates in the Manufacture of Cooperage*. Washington, GPO, 1959. Pp. 21.

Based on information supplied by 137 companies employing more than 4,500,000 workmen.

Annual Reports

3. CANADA. CIVIL SERVICE COMMISSION. *Annual Report, 1958*. Ottawa, Queen's Printer, 1959. Pp. 19.

4. CANADA COUNCIL. *Second Annual Report to March 31, 1959*. Ottawa, 1959. Pp. 112.

5. GREAT BRITAIN. FACTORY DEPARTMENT. *Annual Report of the Chief Inspector of Factories for the Year 1958*. London, HMSO, 1959. Pp. 95. *See note at end of list.

6. GREAT BRITAIN. FACTORY DEPARTMENT. *Annual Report of the Chief Inspector of Factories on Industrial Health for the Year 1958*. London, HMSO, 1959. Pp. 61. *See note at end of list.

7. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Joint Economic Report, 1959. Report... on the January 1959 Economic Report of the President with Minority and Other Views and the Economic Outlook for 1959...* Washington, GPO, 1959. Pp. 76.

8. U.S. NATIONAL SCIENCE FOUNDATION. *Eighth Annual Report for the Fiscal Year ended June 30, 1958*. Washington, GPO, 1959. Pp. 246.

Canada at Work Broadcasts

The following eight broadcasts were published by the Federal Department of Labour in Ottawa in 1959.

9. CANADA. DEPARTMENT OF LABOUR. *The Trial of Joe Crosby—a Dramatized Story of Prejudice and Discrimination*. Pp. 8.

10. CANADA. DEPARTMENT OF LABOUR. *"The Two Way Street."* Pp. 9.

This is a short play describing how labour-management relations are improved in a small plant by the formation of a labour-management committee for joint consultation.

11. DOUSE, H. L. *The Older Worker—a Challenge to Thinking People*. Pp. 5.

The speaker, Secretary of the Federal Government Interdepartmental Committee on Older Workers, discussed the problem of the older worker in Canada and suggested possible causes and remedies for the situation.

12. FRANCIS, JACK PETER. *Job Prospects for Engineering Graduates*. Pp. 4.

Points out that future employment prospects for engineering graduates in Canada are good.

13. HEES, GEORGE HARRIS. *What the St. Lawrence Seaway means to Canada*. Pp. 4.

Mr. Hees discussed the economic aspects of the St. Lawrence Seaway and described the ceremonies which took place when the Queen and President Eisenhower officially opened the Seaway.

14. LYE, W. K. *The Soldier Apprentice Plan*. Pp. 3.

Lieutenant-Colonel Lye is with the Royal Canadian Engineers at Army Headquarters in Ottawa. He described the Soldier Apprentice Plan which is designed for young men of 16 years of age with Grade 8 education or better.

15. MACCUISH, ROY H. *Apprenticeship—and You*. Pp. 4.

The speaker is Assistant Director of the Vocational Training Branch of the Department of Labour in Ottawa. He spoke about program for apprentices which exists in Canada today.

16. TRUDEAU, WILFRED J. *Do You want to work for the Government?* Pp. 5.

The speaker is the Chief Information Officer of the Civil Service Commission. He gives a general idea of the type of jobs available for high school or university graduates in the civil service.

Congresses and Conventions

17. AMERICAN FEDERATION OF MUSICIANS. *Official Proceedings of the 62nd Annual Convention, Seattle, Wash., June 15-18, 1959*. Newark, N.J., 1959. Pp. 387.

18. BRICKLAYERS, MASONS AND PLASTERERS' INTERNATIONAL UNION OF AMERICA. PROVINCIAL CONFERENCE BOARD OF ONTARIO. *Minutes of Proceedings of Forty-Third Convention... held at Niagara Falls, Ont., February 21 and 22, 1959*. Hamilton, 1959. Pp. 44.

19. COMMUNICATIONS WORKERS OF AMERICA. *Daily Proceedings and Reports, 21st Annual Convention, Cleveland, Ohio, June 22 to 26, 1959*. Washington, 1959. 1 volume (various pagings).

20. CONFERENCE ON LABOR RELATIONS IN PUBLIC EMPLOYMENT, UNIVERSITY OF CALIFORNIA, 1958. *Proceedings of a Conference on Labour Relations in Public Employment presented by the Institute of Industrial Relations, University of California, Berkeley and University Extension, University of California, Northern Area, in Co-operation with State or Local Organizations of the American Federation of Government Employees, and others.* Berkeley, Institute of Industrial Relations, University of California, 1958. Pp. 40.

Consists of two papers: The Rights and Privileges of Public Employees to bargain Collectively, by Irving Bernstein; and, Wages and Fringe Benefits for Public Employees, by Helen Nelson.

21. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the Eleventh Annual Meeting, Chicago, December 28-29, 1958.* Edited by Gerald G. Somers. Madison, 1959. Pp. 310.

Some of the topics discussed were: the problems posed by automation, changes in unemployment insurance, wage-price issues, control of internal union affairs, research in industrial relations and human relations, and education in industrial and human relations.

22. INTERNATIONAL ASSOCIATION OF GOVERNMENT LABOR OFFICIALS. *Labor Laws and Their Administration; Proceedings of the Forty-First Convention . . . held in Augusta, Georgia, August 24-28, 1958.* Washington, GPO, 1958. Pp. 132.

23. NATIONAL CONFERENCE OF LABOUR WOMEN. *Report of the Thirty-Fifth National Conference of Labour Women held at Gt. Yarmouth on May 13, 14 and 15, 1958.* London, The Labour Party, 1958. Pp. 46.

24. SEAFARERS' INTERNATIONAL UNION OF NORTH AMERICA. *Proceedings, Ninth Biennial Convention, Montreal, May 25, through May 29, 1959.* Chicago, 1959. Pp. 146.

25. MANITOBA FARMERS' UNION. *Eighth Annual Convention, Winnipeg, December 1, 2, 3, 1958. Program.* Winnipeg, 1958. Pp. 76.

Industrial Relations

26. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Catalog of Current Industrial Relations Research.* January 1959. Madison, 1959. Pp. 54.

There are 6 sections: Labor-Management Relations. Labor Movements and Organization. The Labor Market. Labor Law and Legislation. Social Insurance and Welfare. Personnel and Human Relations.

27. LESIEUR, FREDERICK G., ed. *The Scanlon Plan: a Frontier in Labor-Management Co-operation.* Cambridge, Technology Press of Massachusetts Institute of Technology, 1958. Pp. 173.

The Scanlon Plan is a joint union-management productivity plan providing for a bonus for workers for tangible savings in labor costs.

The bonus is shared by all workers in the plant. This book consists of articles about the plan and talks given at the 1957 Conference for Management and Unions (Scanlon Plan Conference) sponsored by the Industrial Relations Section of the Massachusetts Institute of Technology.

28. WIEDEMANN, CHARLES. *Labor-Management Relations.* New York, Reinhold, 1959. Pp. 142.

Some of the topics discussed are the union contract, union security, management rights, wage incentives, management rights, seniority, the strike threat, grievance procedures, arbitration, and administering the union contract.

International Labour Organization

29. INTERNATIONAL LABOUR CONFERENCE. 42ND, GENEVA, 1958. DELEGATION FROM GREAT BRITAIN. *Report by the Delegates of HM Government in the United Kingdom of Great Britain and Northern Ireland.* London, HMSO, 1958. Pp. 63. *See note at end of list.

30. TIPTON, JOHN BRUCE. *Participation of the United States in the International Labor Organization.* Champaign, University of Illinois, Institute of Labor and Industrial Relations, 1959. Pp. 150.

The author deals primarily with four points: the formation of the ILO, the entry of the United States into the ILO in 1934, the Declaration of Philadelphia made at the 1944 International Labour Conference, and the recent opposition to the ILO from the employer group.

Prices

31. CLAGUE, EWAN. *Prices, Wages and Productivity. Address before the Labor Relations and Arbitration Conference, University of California, San Francisco, Cal., May 25, 1959.* Washington, U.S. Bureau of Labor Statistics, 1959. Pp. 21.

32. U.S. BUREAU OF LABOR STATISTICS. *The Consumer Price Index, a Short Description.* Jan. 1959. Washington, 1959. Pp. 11.

Public Welfare

33. GREAT BRITAIN. WORKING PARTY ON SOCIAL WORKERS IN THE LOCAL AUTHORITY HEALTH AND WELFARE SERVICES. *Report.* London, HMSO, 1959. Pp. 375. *See note at end of list.

At head of title: Ministry of Health. Department of Health for Scotland.

34. ONTARIO WELFARE COUNCIL. COMMITTEE ON PUBLIC WELFARE POLICY. *Economic Needs and Resources of Older People in Ontario; Report.* Toronto, 1959. Pp. 50.

Wages and Hours

35. ALBERTA. BUREAU OF STATISTICS. *Wage and Salary Rate Survey—Alberta, 1 May 1958. Range of Wages, Weighted Averages and Medians, Alberta and Four Major Cities.* Edmonton, 1958. 1 volume (unpaged).

36. CANADA. BUREAU OF STATISTICS. *Review of Man-Hours and Hourly Earnings, 1945-1958*. Ottawa, Queen's Printer, 1959. Pp. 53.

37. U.S. BUREAU OF LABOR STATISTICS. *Escalator Clauses from Selected Collective Bargaining Agreements*. Washington, 1959. Pp. 16.

Miscellaneous

38. CANADA. BUREAU OF STATISTICS. *University Student Expenditure and Income in Canada, 1956-57*. Ottawa, Queen's Printer, 1959. Pp. 96.

39. CARL, KENNETH E. *Training for Employment; a Report on the Expansion of Vocational Training for Adults in Pennsylvania*, prepared for the Dept. of Public Instruction, the Dept. of Labor and Industry and the Dept. of Commerce by Kenneth E. Carl. Harrisburg, Pa., 1959. Pp. 60.

40. FLEMING, WILLIAM GERALD. *Ontario Grade 13 Students: their Aptitude, Achievement, and Immediate Destination*. Toronto, Dept. of Educational Research, Ontario College of Education, University of Toronto, 1958. Pp. 55.

41. LEISERSON, WILLIAM MORRIS. *American Trade Union Democracy*. With a foreword by Sumner H. Slichter. New York, Columbia University Press, 1959. Pp. 354.

During his lifetime the author served as first chairman of the National Mediation Board and of the Railway Labor Panel during the Second World War and he was also a member of the National Labor Relations Board for four years. In this book the author discusses union government, union democracy, union constitutions, union conventions, union leadership, the judicial process within the unions, local, district and regional union governments, and, the AFL-CIO.

42. LING, THOMAS MORTIMER, ed. *Rehabilitation after Illness and Accident*. Edited by Thomas M. Ling and C. J. S. O'Malley. London, Bailliere, Tindall and Cox, 1958. Pp. 119.

43. MCGINLEY, EUGENE. *The Lumber Industry in the Atlantic Provinces*. Halifax, Atlantic Provinces Economic Council, 1959. Pp. 24.

Contains statistical analysis of the lumber industry, consisting of woods operations and sawmilling, within the regional economy of the four Atlantic provinces.

* British government documents are obtainable from United Kingdom Information Service offices in Vancouver, Toronto, Ottawa, Montreal, and Quebec.

Labour Conditions *(Continued from page 1333)*

of standby electric power plant & related work, Airport. *Fort William & Kenora Ont: Winnipeg Man: Regina & Saskatoon Sask*: Waterman-Waterbury Co Ltd, installation of heating & ventilating systems for powerhouses. *Winnipeg Man*: Tallman Construction Co Ltd, additional development of Airport; Maple Leaf Construction, reconstruction of parking area, International Airport. *Calgary Alta*: McCormick Electric Ltd, installation of MI taxiway lighting power facilities, Airport. *Edmonton Alta*: Tallman Terminal Construction Co Ltd, installation of water supply mains & sewage disposal lines, International Airport. *Ashcroft B C*: C H Bergstrom, construction of dwelling. *Crescent Valley B C*: Columbia Builders, construction of dwelling. *Quesnel B C*: Peebles Construction, construction of dwelling. *Smith River B C*: Yukon Construction Co Ltd, supply & erection of prefabricated metal storage bldg & related work; also construction of basements under two bungalows & related work. *Frobisher Bay N W T*: Carter Construction Co Ltd, erection of temporary married quarters. *Hay River N W T*: Yukon Construction Co Ltd, extending utility rooms in dwellings T6 & T7 & stabilizing dwellings T4 & T5. *Teslin Y T*: Whitehorse Electric Co Ltd, construction of power distribution line & related work.

New Year's Message *(Continued from page 1255)*

result that the number of disputes involving lost time was fewer and the length of time they lasted was shorter in 1959 than in the year before.

It is my hope that the inevitable problems of the coming year will be met, as they arise, with the same degree of restraint and good will.

As Minister of Labour, I assure you that I shall do everything possible

at the federal level to bring about solutions to our problems in the labour field. The outlook for the coming year gives us every reason for confidence, and with the co-operation of workers, employers and governments, 1960 should be a happy and prosperous year for Canadians.

My very best wishes to you all for the coming year.

LABOUR STATISTICS

	PAGE
Tables A-1 and A-2—Labour Force.....	1339
Table B-1—Labour Income.....	1340
Tables C-1 to C-6—Employment, Hours and Earnings.....	1341
Tables D-1 to D-6—Employment Service Statistics.....	1345
Tables E-1 to E-4—Unemployment Insurance.....	1355
Tables F-1 and F-2—Prices.....	1357
Tables G-1 to G-4—Strikes and Lockouts.....	1358

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED SEPTEMBER 19, 1959

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,291	122	446	1,763	2,292	1,104	564
Agricultural.....	758	*	63	165	191	309	26
Non-Agricultural.....	5,533	118	383	1,598	2,101	795	538
Males.....	4,718	102	342	1,329	1,685	830	430
Agricultural.....	697	*	58	156	176	279	24
Non-Agricultural.....	4,021	98	284	1,173	1,509	551	406
Females.....	1,573	20	104	434	607	274	134
Agricultural.....	61	*	*	*	15	30	*
Non-Agricultural.....	1,512	20	99	425	592	244	132
All Ages.....	6,291	122	446	1,763	2,292	1,104	564
14—19 years.....	595	16	48	208	185	100	38
20—24 years.....	787	20	56	251	260	134	66
25—44 years.....	2,909	57	188	811	1,085	500	268
45—64 years.....	1,769	28	133	442	674	321	171
65 years and over.....	231	*	21	51	88	49	21
<i>Persons with Jobs</i>							
All status groups.....	6,078	109	421	1,691	2,225	1,091	541
Males.....	4,542	90	320	1,270	1,630	820	412
Females.....	1,536	19	101	421	595	271	129
Agricultural.....	750	*	62	162	188	308	26
Non-Agricultural.....	5,328	105	359	1,529	2,037	783	515
Paid Workers.....	4,911	95	334	1,395	1,888	739	460
Males.....	3,529	78	246	1,013	1,339	512	341
Females.....	1,382	17	88	382	549	227	119
<i>Persons Without Jobs and Seeking Work</i>							
Both sexes.....	213	13 ⁽¹⁾	25	72	67	13	23
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,318	148	455	1,516	1,792	888	519
Males.....	1,072	40	100	290	334	186	122
Females.....	4,246	108	355	1,226	1,458	702	397

* Less than 10,000.

(1) The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended September 19, 1959		Week Ended August 22, 1959		Week Ended September 20, 1958	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	237	227	257	242	294	283
Without Jobs.....	213	204	239	226	271	262
Under 1 month.....	83	—	85	—	81	—
1—3 months.....	71	—	81	—	94	—
4—6 months.....	28	—	32	—	43	—
7—12 months.....	23	—	27	—	38	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	10	—	*	—
Worked.....	24	23	18	16	23	21
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	18	17	12	11	16	14

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ³
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cations ²	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Government)	Supple- mentary Labour Income	
1954—Total....	402	3,903	1,317	310	869	204	1,794	3,010	494	12,452
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	263	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1958—Sept.....	43.9	403.5	142.9	.....	.....	.....	.....	.....	.....	1,434.9
Oct.....	42.5	398.8	142.3	.....	.....	.....	.....	.....	.....	1,415.7
Nov.....	42.3	400.9	141.7	82.8	337.7	72.3	616.8	1,132.7	184.4	1,403.0
Dec.....	42.0	393.2	139.0	.....	.....	.....	.....	.....	.....	1,383.2
1959—Jan.....	44.8	400.9	146.1	.....	.....	.....	.....	.....	.....	1,385.5
Feb.....	45.1	402.0	136.9	62.9	292.3	71.3	603.0	1,159.9	185.7	1,386.0
Mar.....	44.7	405.3	137.0	.....	.....	.....	.....	.....	.....	1,398.5
Apr.....	44.9	409.2	140.2	.....	.....	.....	.....	.....	.....	1,427.3
May.....	45.1	420.7	147.0	68.5	367.8	75.3	626.0	1,220.5	191.7	1,483.5
June.....	46.5	429.2	150.7	.....	.....	.....	.....	.....	.....	1,529.1
July.....	47.2	419.0	152.9	.....	.....	.....	.....	.....	.....	1,508.2
August*.....	46.5	422.5	152.3	62.4	430.9	78.6	637.0	1,217.0	195.2	1,520.0
Sept.†.....	47.0	433.1	151.8	.....	.....	.....	.....	.....	.....	1,552.2

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at August, 1959 employers in the principal non-agricultural industries reported a total employment of 2,847,050. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Av. Weekly Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Av. Weekly Wages and Salaries	
				\$				\$
Averages								
1954.....	109.9	151.6	137.4	59.04	107.3	150.0	139.1	61.15
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1958								
August.....	121.8	201.1	164.5	70.67	111.5	184.9	164.7	72.40
September.....	121.9	201.8	164.9	70.85	112.4	187.2	165.4	72.73
October.....	120.1	199.5	165.6	71.13	110.1	185.0	166.8	73.36
November.....	119.2	199.4	166.7	71.60	109.6	186.0	168.5	74.11
December.....	115.8	186.5	160.4	68.91	105.8	173.4	161.3	70.91
1959								
January.....	113.7	192.2	168.4	72.34	107.5	185.1	170.9	75.16
February.....	113.0	193.1	170.2	73.11	107.5	186.2	171.9	75.59
March.....	113.7	193.0	169.0	72.60	108.4	186.8	172.0	75.22
April.....	115.7	198.0	170.5	73.26	109.5	189.9	172.1	75.69
May.....	119.6	205.3	171.8	73.82	111.7	195.2	173.3	76.20
June.....	123.5	212.8	171.6	73.71	114.2	199.2	172.8	75.96
July.....	123.1	212.4	171.7	73.76	112.2	194.6	171.8	75.56
August.....	124.2	213.3	171.0	73.46	113.4	195.2	171.4	75.37

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Aug. 1959	July 1959	Aug. 1958	Aug. 1959	July 1959	Aug. 1958
Provinces				\$	\$	\$
Newfoundland.....	143.4	143.9	138.1	63.43	64.44	61.57
Prince Edward Island.....	148.6	146.5	126.3	53.71	52.66	50.14
Nova Scotia.....	102.5	101.5	98.3	59.87	60.50	58.18
New Brunswick.....	106.7	106.8	103.1	60.73	61.11	57.88
Quebec.....	123.8	122.7	121.1	70.41	70.65	67.70
Ontario.....	124.7	123.8	121.3	76.64	77.02	73.62
Manitoba.....	118.8	117.9	113.2	71.46	71.08	67.96
Saskatchewan.....	141.7	141.4	137.2	70.84	70.67	69.55
Alberta (including Northwest Territories).....	166.6	164.5	161.9	75.26	75.72	73.58
British Columbia (including Yukon).....	112.2	110.2	120.5	79.63	80.07	75.65
Canada.....	121.2	123.1	121.8	73.46	73.76	70.67
Urban Areas						
St. John's.....	148.2	144.4	133.9	52.75	53.87	51.46
Sydney.....	91.5	93.3	91.5	72.70	75.51	72.76
Halifax.....	115.7	117.3	112.7	60.13	60.09	57.59
Moncton.....	102.6	102.0	99.4	57.40	58.23	54.67
Saint John.....	99.5	97.3	93.0	57.71	58.35	53.76
Chicoutimi-Jonquiere.....	115.3	114.7	.....	86.03	85.78	.....
Quebec.....	115.3	114.3	109.2	62.01	61.47	58.90
Sherbrooke.....	102.8	98.5	98.4	59.74	58.97	57.55
Shawinigan.....	103.4	103.4	106.1	80.31	78.60	76.30
Three Rivers.....	123.2	122.5	117.6	68.41	67.54	64.76
Drummondville.....	78.1	76.8	73.7	60.30	59.20	59.29
Montreal.....	125.5	124.2	123.2	72.36	72.46	69.27
Ottawa-Hull.....	127.8	126.7	124.8	68.74	68.65	65.33
Kingston.....	113.3	113.5	115.0	69.80	70.36	67.72
Peterborough.....	103.7	103.6	98.2	81.21	82.35	77.45
Oshawa.....	136.7	176.8	137.9	84.25	84.96	81.27
Toronto.....	133.0	132.2	132.4	77.14	77.32	74.61
Hamilton.....	114.7	114.5	98.6	82.48	82.76	75.57
St. Catharines.....	114.5	106.3	111.7	82.37	83.72	79.01
Niagara Falls.....	112.9	108.0	116.4	73.76	74.79	71.54
Brantford.....	92.0	94.3	85.5	69.29	70.36	65.50
Guelph.....	128.8	126.0	119.3	68.12	69.26	67.01
Galt.....	117.2	116.5	112.0	65.82	66.66	63.19
Kitchener.....	126.8	123.5	115.2	70.47	70.43	66.40
Sudbury.....	142.6	142.0	133.4	86.12	86.21	76.25
Timmins.....	97.2	96.2	90.7	64.00	66.39	63.32
London.....	124.7	124.7	118.2	69.94	69.82	66.90
Sarnia.....	129.1	127.9	130.1	92.91	94.13	94.70
Windsor.....	74.6	78.9	67.2	83.28	83.88	77.48
Sault Ste. Marie.....	156.5	155.5	149.6	92.89	91.81	89.23
Ft. William—Pt. Arthur.....	119.8	122.0	120.2	74.37	76.01	72.78
Winnipeg.....	115.0	113.9	110.0	67.84	68.03	64.72
Regina.....	143.7	142.2	127.6	66.84	67.61	65.04
Saskatoon.....	146.1	143.3	139.9	67.23	66.75	65.36
Edmonton.....	198.2	195.5	188.4	70.98	71.77	69.44
Calgary.....	177.5	177.1	163.0	71.14	70.55	69.25
Vancouver.....	112.5	110.2	118.3	78.73	79.11	74.54
Victoria.....	111.2	109.6	116.0	71.50	72.70	68.44

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

This table is published every second month.

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Aug. 1959	July 1959	Aug. 1958	Aug. 1959	July 1959	Aug. 1958
Mining	127.2	127.8	127.1	89.14	90.08	85.93
Metal mining.....	144.1	144.7	142.5	91.53	92.18	87.40
Gold.....	74.8	75.1	76.3	72.27	74.28	71.86
Other metal.....	208.7	209.6	204.1	97.97	98.17	92.82
Fuels.....	94.2	94.2	100.2	88.80	91.24	87.43
Coal.....	50.3	50.3	54.9	67.73	72.31	69.61
Oil and natural gas.....	267.0	266.7	277.2	104.41	105.28	101.26
Non-metal.....	148.8	151.6	137.8	79.32	78.83	75.82
Manufacturing	113.4	112.2	111.5	75.37	75.56	72.40
Durable goods.....	114.1	115.0	113.0	81.59	81.56	78.05
Non-durable goods.....	112.8	109.8	110.2	70.03	70.23	67.44
Food and beverages.....	132.9	124.1	127.3	65.70	66.94	62.17
Meat products.....	146.3	146.2	137.5	76.85	76.95	71.95
Canned and preserved fruits and vegetables.....	216.6	135.8	191.0	52.73	54.12	45.78
Grain mill products.....	105.8	106.1	105.1	74.85	73.96	71.71
Biscuits and crackers.....	92.8	92.0	95.3	56.73	56.19	54.64
Distilled and malt liquors.....	116.9	108.8	97.6	89.04	91.08	85.08
Tobacco and tobacco products.....	83.2	83.4	90.5	75.06	77.63	71.53
Rubber products.....	107.9	108.2	99.3	78.69	78.13	75.69
Leather products.....	90.1	89.5	88.4	51.34	49.87	50.55
Boots and shoes (except rubber).....	96.3	95.8	94.0	49.33	47.58	47.91
Textile products (except clothing).....	79.4	78.8	77.8	60.63	59.59	58.48
Cotton yarn and broad woven goods.....	72.3	72.6	76.5	56.31	54.20	54.00
Woolen goods.....	64.1	60.5	60.3	58.18	57.50	56.33
Synthetic textiles and silk.....	82.6	81.9	80.2	67.50	66.50	65.08
Clothing (textile and fur).....	93.8	90.8	93.4	47.85	46.58	47.21
Men's clothing.....	94.1	92.5	95.2	47.18	45.72	45.89
Women's clothing.....	99.3	92.6	100.0	50.39	48.33	49.58
Knit goods.....	79.4	77.4	77.1	45.71	45.44	46.36
Wood products.....	94.9	94.4	100.0	63.08	62.43	63.63
Saw and planing mills.....	87.5	87.6	113.8	63.11	62.97	65.24
Furniture.....	116.3	114.0	111.1	64.89	62.99	62.62
Other wood products.....	89.5	89.4	90.1	58.50	58.63	56.52
Paper products.....	128.4	127.0	125.7	88.36	88.52	85.04
Pulp and paper mills.....	130.2	129.2	125.8	94.53	94.43	91.07
Other paper products.....	123.8	121.6	125.3	71.97	72.68	70.10
Printing, publishing and allied industries.....	121.3	121.1	117.9	82.29	82.57	78.60
Iron and steel products.....	113.1	112.6	99.0	86.94	86.89	82.02
Agricultural implements.....	81.5	83.4	60.0	87.15	89.12	83.52
Fabricated and structural steel.....	171.8	171.9	164.8	87.55	86.53	84.40
Hardware and tools.....	101.4	99.7	86.0	77.92	78.26	74.69
Heating and cooking appliances.....	111.5	108.8	104.3	74.46	74.14	73.49
Iron castings.....	103.0	100.1	91.7	82.13	83.53	77.46
Machinery, industrial machinery.....	120.5	119.0	113.2	83.96	84.14	78.35
Primary iron and steel.....	124.1	123.6	87.2	99.57	98.64	93.47
Sheet metal products.....	117.2	114.3	105.4	88.01	88.30	83.54
Wire and wire products.....	118.8	118.3	110.9	88.45	86.63	84.86
Transportation equipment.....	104.2	110.9	112.0	85.38	85.38	81.65
Aircraft and parts.....	257.9	256.9	368.6	89.34	89.92	87.93
Motor vehicles.....	78.5	104.5	75.7	97.48	94.92	88.11
Motor vehicles parts and accessories.....	99.3	95.0	91.0	82.07	82.50	80.06
Railroad and rolling stock equipment.....	68.6	71.7	70.1	78.81	78.62	71.20
Shipbuilding and repairing.....	131.6	131.1	118.9	79.38	78.02	77.74
Non-ferrous metal products.....	130.2	128.4	127.0	85.59	86.01	82.30
Aluminum products.....	145.3	141.2	134.3	81.07	82.61	81.03
Brass and copper products.....	112.1	111.8	104.7	80.66	80.19	79.09
Smelting and refining.....	146.5	145.8	150.9	94.10	94.47	87.52
Electrical apparatus and supplies.....	138.2	135.8	135.2	81.13	81.38	78.29
Heavy electrical machinery.....	112.3	111.0	122.0	88.25	89.59	84.92
Telecommunication equipment.....	217.1	210.6	218.9	77.29	78.00	75.96
Non-metallic mineral products.....	151.5	151.8	142.8	79.53	78.87	77.70
Clay products.....	105.9	107.7	110.5	73.73	72.87	70.31
Glass and glass products.....	151.9	154.2	138.1	73.35	73.70	73.03
Products of petroleum and coal.....	140.2	141.6	141.7	110.01	110.34	105.05
Chemical products.....	132.3	131.4	132.5	86.81	86.61	83.15
Medicinal and pharmaceutical preparations.....	120.0	118.8	120.0	76.75	76.51	75.07
Acids, alkalis and salts.....	148.1	148.3	148.6	97.36	96.99	92.06
Miscellaneous manufacturing industries.....	129.9	126.8	123.2	67.14	67.31	64.61
Construction	154.1	150.7	148.8	78.04	78.47	76.13
Building and general engineering.....	148.5	146.1	147.2	84.88	84.99	82.86
Highways, bridges and streets.....	163.1	158.2	151.5	67.99	68.75	65.63
Electric and motor transportation.....	132.3	131.1	126.4	78.24	78.50	75.83
Service	147.4	147.2	144.0	49.36	49.29	47.35
Hotels and restaurants.....	140.3	140.1	135.5	39.00	39.03	37.81
Laundries and dry cleaning plants.....	114.0	114.0	115.8	44.26	44.05	42.96
Industrial composite	124.2	123.1	121.8	73.46	73.76	70.67

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

Source: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics
(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1959	July 1959	Aug. 1958	Aug. 1959	July 1959	Aug. 1958	Aug. 1959	July 1959	Aug. 1958
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	40.8	41.6	40.9	2.04	2.03	1.96	83.05	84.41	80.08
Metal mining.....	40.8	41.5	40.8	2.13	2.12	2.04	87.02	87.95	83.11
Gold.....	41.1	42.8	42.3	1.63	1.61	1.59	66.87	68.99	67.21
Other metal.....	40.8	41.0	40.2	2.31	2.31	2.21	94.30	94.77	89.00
Fuels.....	38.9	40.9	39.7	1.91	1.91	1.86	74.30	78.21	74.00
Coal.....	38.2	40.3	38.8	1.72	1.75	1.71	65.57	70.66	66.19
Oil and natural gas.....	40.2	41.8	41.5	2.21	2.18	2.15	88.83	91.28	89.14
Non-metal.....	43.0	43.1	43.1	1.79	1.79	1.73	77.09	77.06	74.48
Manufacturing	41.0	40.8	40.6	1.70	1.71	1.64	69.66	69.90	66.58
Durable goods.....	41.2	41.2	40.7	1.86	1.86	1.78	76.39	76.57	72.57
Non-durable goods.....	40.8	40.4	40.5	1.56	1.58	1.51	63.69	63.69	61.16
Food and beverages.....	41.5	41.4	40.5	1.46	1.49	1.39	60.55	61.71	56.21
Meat products.....	40.7	41.2	40.9	1.81	1.79	1.67	78.87	73.71	68.22
Canned and preserved fruits and vegetables.....	44.5	40.5	37.8	1.10	1.18	1.08	48.87	47.77	40.67
Grain mill products.....	42.1	42.2	42.7	1.67	1.66	1.58	70.44	70.12	67.64
Bread and other bakery products.....	42.2	42.7	42.7	1.42	1.41	1.36	59.85	60.28	57.94
Distilled liquors.....	41.6	39.4	41.7	1.90	1.87	1.78	78.87	73.63	74.43
Malt liquors.....	40.1	42.3	39.9	2.12	2.14	1.98	85.01	90.37	79.00
Tobacco and tobacco products.....	39.4	40.8	40.8	1.74	1.76	1.65	68.54	71.90	67.44
Rubber products.....	41.2	40.6	40.8	1.79	1.80	1.73	73.64	72.95	70.42
Leather products.....	40.4	39.4	41.1	1.17	1.16	1.14	47.23	45.91	46.98
Boots and shoes (except rubber).....	40.4	39.2	41.0	1.13	1.12	1.09	45.56	43.84	44.61
Other leather products.....	40.5	39.9	41.4	1.26	1.27	1.26	51.01	50.60	52.33
Textile products (except clothing).....	42.3	41.2	41.7	1.29	1.29	1.25	54.50	53.12	52.08
Cotton yarn and broad woven goods.....	40.2	38.7	39.6	1.28	1.27	1.24	51.65	49.04	48.99
Woollen goods.....	44.5	43.7	43.4	1.21	1.21	1.18	53.95	52.84	51.30
Synthetic textiles and silk.....	43.5	42.7	43.4	1.39	1.38	1.33	60.30	59.01	57.85
Clothing (textile and fur).....	38.7	37.3	38.9	1.11	1.11	1.09	43.00	41.34	42.36
Men's clothing.....	38.2	36.9	38.3	1.13	1.13	1.10	43.25	41.60	42.05
Women's clothing.....	38.1	35.6	37.9	1.19	1.18	1.16	45.38	41.86	43.85
Knit goods.....	40.5	39.7	40.9	1.02	1.02	1.03	41.22	40.61	41.96
*Wood products.....	43.0	42.6	42.0	1.36	1.35	1.46	58.71	57.66	61.15
Saw and planing mills.....	42.8	42.8	41.3	1.37	1.36	1.54	59.70	58.27	63.68
Furniture.....	43.5	42.2	43.6	1.40	1.38	1.34	60.73	58.37	58.55
Other wood products.....	42.7	42.4	42.0	1.27	1.26	1.25	54.02	53.68	52.46
Paper products.....	41.5	41.6	41.2	2.00	2.00	1.94	83.05	83.15	79.76
Pulp and paper mills.....	41.4	41.5	41.2	2.15	2.14	2.08	88.88	88.71	85.74
Other paper products.....	41.6	41.6	41.4	1.58	1.60	1.53	66.01	66.63	63.51
Printing, publishing and allied industries.....	39.6	39.7	39.4	2.08	2.08	1.98	82.36	82.46	78.21
*Iron and steel products.....	41.2	41.4	40.6	2.02	2.01	1.91	83.31	82.23	77.51
Agricultural implements.....	40.6	41.7	40.2	2.04	2.04	1.97	82.73	85.33	79.31
Fabricated and structural steel.....	40.8	40.2	41.1	1.98	1.97	1.89	80.86	79.09	77.80
Hardware and tools.....	41.8	42.2	41.3	1.76	1.76	1.67	73.55	74.01	69.01
Heating and cooking appliances.....	41.2	40.5	42.3	1.72	1.72	1.67	71.03	69.75	70.77
Iron castings.....	40.6	41.7	40.3	1.93	1.92	1.84	78.34	80.07	73.99
Machinery industrial.....	41.9	42.1	40.1	1.89	1.89	1.80	79.30	79.73	72.06
Primary iron and steel.....	40.6	40.7	39.2	2.37	2.34	2.26	96.50	95.38	88.40
Sheet metal products.....	42.5	42.8	41.6	1.99	1.99	1.93	84.87	85.20	80.16
*Transportation equipment.....	39.8	40.2	39.4	1.99	1.99	1.90	79.12	79.89	74.78
Aircraft and parts.....	41.0	41.4	40.8	1.98	1.98	1.95	81.09	81.94	79.56
Motor vehicles.....	38.4	40.1	36.7	2.28	2.20	2.10	87.51	88.23	77.00
Motor vehicle parts and accessories.....	39.5	40.1	39.8	1.91	1.89	1.86	75.60	75.86	73.95
Railroad and rolling stock equipment.....	39.3	39.5	38.6	1.95	1.94	1.79	76.69	76.71	69.21
Shipbuilding and repairing.....	40.2	39.8	40.3	1.93	1.92	1.89	77.71	76.32	76.25
*Non-ferrous metal products.....	40.4	40.5	38.8	1.98	1.98	1.94	78.78	80.31	75.47
Aluminum products.....	41.4	42.6	41.6	1.71	1.72	1.62	70.92	73.06	69.26
Brass and copper products.....	40.5	40.2	40.8	1.86	1.85	1.86	75.52	74.51	74.17
Smelting and refining.....	40.1	40.2	37.6	2.20	2.21	2.14	88.21	88.84	80.54
*Electrical apparatus and supplies.....	40.4	40.6	40.5	1.77	1.78	1.72	71.74	72.54	69.58
Heavy electrical machinery and equipment.....	40.4	40.7	40.0	1.97	2.01	1.91	79.75	81.85	76.28
Telecommunication equipment.....	39.9	40.1	40.3	1.59	1.60	1.54	63.59	64.23	62.14
Refrigerators, vacuum cleaners and appliances.....	40.3	41.3	41.4	1.76	1.76	1.70	70.72	72.85	70.42
Wire and cable.....	42.2	42.1	42.1	2.01	1.98	1.92	84.68	83.55	80.62
Miscellaneous electrical products.....	40.3	40.2	40.0	1.68	1.68	1.62	67.80	67.59	65.00
*Non-metallic mineral products.....	43.5	43.4	44.3	1.73	1.73	1.68	75.25	74.99	74.25
Clay products.....	43.0	42.3	42.6	1.60	1.61	1.56	69.12	68.24	66.24
Glass and glass products.....	41.5	41.6	41.8	1.68	1.68	1.66	69.56	69.92	69.30
Products of petroleum and coal.....	40.7	40.9	41.2	2.42	2.43	2.33	98.28	99.39	95.87
Chemical products.....	40.6	40.7	40.4	1.89	1.88	1.82	76.80	76.56	73.69
Medicinal and pharmaceutical preparations.....	40.3	40.5	40.8	1.44	1.43	1.43	58.01	58.13	58.38
Acids, alkalis and salts.....	40.4	40.6	39.9	2.18	2.17	2.09	88.18	88.05	83.43
Miscellaneous manufacturing industries.....	41.6	41.5	41.3	1.41	1.42	1.38	58.83	58.98	56.91
Construction	42.0	42.2	42.6	1.83	1.83	1.76	76.99	77.18	74.85
Building and general engineering.....	41.2	41.4	42.2	2.01	2.00	1.92	82.82	82.69	81.11
Highways, bridges and streets.....	43.4	43.7	43.2	1.54	1.55	1.48	66.94	67.60	63.72
Electric and motor transportation.....	44.2	44.4	44.6	1.76	1.76	1.69	77.94	78.25	75.46
Service	39.5	39.6	39.6	0.98	0.97	0.95	38.70	38.61	37.70
Hotels and restaurants.....	39.6	39.9	39.7	0.96	0.95	0.92	37.78	37.79	36.72
Laundries and dry cleaning plants.....	39.8	39.6	39.9	0.97	0.96	0.96	38.51	38.19	38.50

*Durable manufactured goods industries.

TABLE C-6—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Last Pay Period in:						
1958 August.....	40.6	1.64	66.58	159.5	125.2	127.4
September.....	40.7	1.64	66.91	160.3	125.6	127.6
October.....	40.8	1.66	67.52	161.8	126.0	128.4
November.....	40.9	1.67	68.43	163.9	126.3	129.8
December.....	40.7*	1.71	69.60*	166.7	126.2	132.1
1959 January.....	40.6	1.70	69.28	166.0	126.1	131.6
February.....	40.9	1.71	69.81	167.2	125.7	133.0
March.....	40.3	1.72	69.40	166.3	125.5	132.5
April.....	40.7	1.72	70.01	167.7	125.4	133.7
May.....	41.1	1.73	70.90	169.9	125.6	135.3
June.....	41.0	1.72	70.63	169.2	125.9	134.4
July.....	40.8	1.71	69.90	167.5	125.9	133.0
August(1).....	41.0	1.70	69.66	166.9	126.4	132.0

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December 1958 are 37.3 and \$63.71.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date nearest:						
November 1, 1953.....	15,282	13,058	28,340	144,520	60,997	205,517
November 1, 1954.....	13,724	10,501	24,225	187,123	77,003	264,126
November 1, 1955.....	24,266	14,665	38,933	136,620	69,715	206,335
November 1, 1956.....	31,997	17,154	49,151	108,703	65,017	173,720
November 1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
November 1, 1958.....	7,319	9,552	16,871	255,451	115,711	371,162
December 1, 1958.....	11,579	9,752	21,331	329,050	126,341	455,391
January 1, 1959.....	8,643	8,549	17,192	562,257	158,163	720,420
February 1, 1959.....	9,425	9,295	18,720	615,788	175,574	791,362
March 1, 1959.....	9,007	10,816	19,823	623,338	174,787	798,125
April 1, 1959.....	11,740	13,399	25,139	611,941	169,625	781,566
May 1, 1959.....	16,883	16,280	33,163	498,897	161,742	660,639
June 1, 1959.....	19,758	18,044	37,802	342,605	140,615	483,220
July 1, 1959.....	14,579	16,464	31,043	193,774	114,377	308,151
August 1, 1959.....	14,235	14,317	28,552	185,527	106,965	292,492
September 1, 1959.....	16,741	18,466	35,207	172,417	96,074	268,491
October 1, 1959(1).....	16,162	16,792	32,954	160,519	97,261	257,780
November 1, 1959(1).....	11,997	13,013	25,010	195,816	107,407	303,223

* Current Vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
SEPTEMBER 30, 1959⁽¹⁾**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				August 31, 1959	September 30, 1958
Agriculture, Fishing, Trapping.....	1,641	213	1,854	— 685	+ 359
Forestry.....	2,594	10	2,604	+ 1,022	+ 2,164
Mining, Quarrying and Oil Wells.....	370	52	422	— 86	+ 37
Metal Mining.....	225	21	246	— 52	+ 33
Fuels.....	101	17	118	— 6	+ 6
Non-Metal Mining.....	17	4	21	— 2	+ 5
Quarrying, Clay and Sand Pits.....	13	2	15	— 0	+ 8
Prospecting.....	14	8	22	— 26	+ 3
Manufacturing.....	3,598	3,375	6,973	— 559	+ 2,761
Foods and Beverages.....	293	317	610	— 473	+ 147
Tobacco and Tobacco Products.....	4	8	12	+ 2	+ 4
Rubber Products.....	29	33	62	+ 5	+ 31
Leather Products.....	75	163	238	— 6	+ 84
Textile Products (except clothing).....	123	190	313	— 72	+ 163
Clothing (textile and fur).....	161	1,580	1,741	— 61	+ 827
Wood Products.....	352	101	453	+ 21	+ 128
Paper Products.....	142	68	210	— 35	+ 108
Printing, Publishing and Allied Industries.....	144	133	277	— 35	+ 56
Iron and Steel Products.....	755	172	927	— 38	+ 523
Transportation Equipment.....	538	52	590	+ 36	+ 240
Non-Ferrous Metal Products.....	177	70	247	— 26	+ 90
Electrical Apparatus and Supplies.....	427	184	611	+ 158	+ 422
Non-Metallic Mineral Products.....	97	29	126	— 18	+ 19
Products of Petroleum and Coal.....	27	7	34	— 11	+ 18
Chemical Products.....	143	121	264	— 2	+ 125
Miscellaneous Manufacturing Industries.....	111	147	258	— 4	+ 106
Construction.....	2,509	90	2,599	+ 10	+ 941
General Contractors.....	1,638	42	1,680	— 33	+ 643
Special Trade Contractors.....	871	48	919	+ 43	+ 298
Transportation, Storage and Communication.....	730	221	951	— 190	+ 416
Transportation.....	618	119	737	— 25	+ 384
Storage.....	60	20	80	+ 17	+ 42
Communication.....	52	82	134	— 182	+ 10
Public Utility Operation.....	59	26	85	— 27	+ 7
Trade.....	2,652	2,694	5,346	+ 230	+ 1,949
Wholesale.....	1,116	537	1,653	+ 211	+ 739
Retail.....	1,536	2,157	3,693	+ 19	+ 1,210
Finance, Insurance and Real Estate.....	476	633	1,109	— 95	+ 199
Service.....	2,272	9,640	11,912	+ 292	+ 3,451
Community or Public Service.....	267	1,745	2,012	— 147	+ 688
Government Service.....	885	343	1,228	+ 207	+ 344
Recreation Service.....	118	145	263	+ 52	+ 145
Business Service.....	458	468	926	— 59	+ 299
Personal Service.....	544	6,939	7,483	+ 239	+ 1,975
GRAND TOTAL.....	16,901	16,954	33,855	— 88	+ 12,284

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT OCTOBER 1, 1959⁽¹⁾

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	1,552	1,242	2,794	5,174	1,612	6,786
Clerical Workers.....	1,086	3,141	4,227	11,471	38,932	50,403
Sales Workers.....	1,195	1,543	2,738	4,555	11,980	16,535
Personal and Domestic Service Workers.	592	7,535	8,127	20,383	16,105	36,488
Seamen.....	3	.....	3	925	1	926
Agriculture, Fishing, Forestry (Ex. log.).	1,802	79	1,881	1,572	195	1,767
Skilled and Semiskilled Workers.....	7,832	2,253	10,085	66,461	13,762	80,223
Food and kindred products (incl. tobacco).....	78	13	91	758	424	1,182
Textiles, clothing, etc.....	131	1,745	1,876	1,604	7,935	9,539
Lumber and lumber products.....	2,843	2	2,845	5,227	92	5,319
Pulp, paper (incl. printing).....	55	10	65	725	351	1,076
Leather and leather products.....	45	111	156	750	859	1,619
Stone, clay and glass products.....	19	.....	19	191	39	230
Metalworking.....	717	42	759	9,807	623	10,430
Electrical.....	128	20	148	1,699	813	2,512
Transportation equipment.....	3	2	5	939	30	969
Mining.....	117	1	118	1,044	.....	1,044
Construction.....	1,431	.....	1,431	13,289	4	13,293
Transportation (except seamen).....	687	15	702	11,228	125	11,353
Communications and public utility..	17	.....	17	451	4	455
Trade and service.....	233	209	442	2,734	1,378	4,112
Other skilled and semiskilled.....	1,205	60	1,265	12,010	853	12,863
Foremen.....	55	13	68	1,377	225	1,602
Apprentices.....	68	10	78	2,618	7	2,625
Unskilled Workers.....	2,100	999	3,099	49,978	14,674	64,652
Food and tobacco.....	87	210	297	1,799	2,654	4,453
Lumber and lumber products.....	107	18	125	4,750	287	5,037
Metalworking.....	129	40	169	3,503	454	3,957
Construction.....	932	4	936	21,218	.....	21,218
Other unskilled workers.....	845	727	1,572	18,708	11,279	29,987
GRAND TOTAL.....	16,162	16,792	32,954	160,519	97,261	257,780

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 1, 1959

(Source: U.I.C. 757)

Office	Unfilled Vacancies(?)			Registrations		
	(1) Oct. 1, 1959	Previous Month Sept. 3, 1959	Previous Year Oct. 2, 1958	(1) Oct. 1, 1959	Previous Month Sept. 3, 1959	Previous Year Oct. 2, 1958
Newfoundland	357	381	238	4,857	4,406	7,376
Corner Brook.....	22	24	.....	1,099	1,130	2,320
Grand Falls.....	6	4	4	444	425	902
St. John's.....	359	353	234	3,314	2,851	4,154
Prince Edward Island	440	228	499	991	1,004	1,128
Charlottetown.....	85	147	91	644	574	766
Summerside.....	355	81	408	347	430	362
Nova Scotia	728	888	698	11,192	10,657	18,423
Amherst.....	13	23	8	372	370	413
Bridgewater.....	12	38	15	600	576	724
Halifax.....	459	584	457	3,761	3,357	3,694
Inverness.....	.....	.....	.....	171	222	268
Kentville.....	95	104	119	693	701	880
Liverpool.....	12	5	1	210	202	285
New Glasgow.....	28	21	30	1,396	1,428	1,983
Springhill.....	1	.....	.....	690	701	298
Sydney.....	26	28	7	2,241	2,047	8,432
Truro.....	19	25	8	530	400	733
Yarmouth.....	63	60	53	528	553	713
New Brunswick	891	750	631	8,506	9,356	11,078
Bathurst.....	51	30	6	685	718	768
Campbellton.....	126	37	18	726	824	837
Edmundston.....	42	11	.....	395	561	465
Fredericton.....	160	139	106	958	923	992
Minto.....	25	26	.....	273	418	675
Moncton.....	213	225	299	1,847	1,737	2,296
Newcastle.....	1	7	1	846	960	925
Saint John.....	195	226	149	1,793	1,727	2,415
St. Stephen.....	28	18	6	464	807	977
Sussex.....	18	12	14	221	228	248
Woodstock.....	32	19	32	358	453	480
Quebec	9,872	9,263	4,252	74,455	78,846	99,834
Alma.....	18	32	46	1,094	1,200	1,168
Asbestos.....	8	6	9	291	234	514
Baie Comeau.....	49	.....	.....	90	.....	.....
Beauharnois.....	35	36	66	582	614	659
Buckingham.....	65	27	17	442	472	565
Causapscau.....	96	78	59	354	360	740
Chandler.....	38	21	2	200	189	169
Chicoutimi.....	560	146	86	1,026	925	1,485
Cowansville.....	9	.....	.....	165	.....	.....
Dolbeau.....	101	46	9	457	506	658
Drummondville.....	40	37	32	1,010	1,093	1,154
Farnham.....	299	663	41	288	442	566
Forestville.....	369	253	17	397	486	639
Gaspé.....	14	24	16	160	164	262
Granby.....	502	25	41	849	809	1,425
Hull.....	88	58	70	1,376	1,378	1,691
Joliette.....	115	177	104	1,389	1,816	1,485
Jonquière.....	77	25	31	1,133	1,060	1,374
Lachute.....	42	11	25	353	317	374
La Malbaie.....	15	9	13	349	412	386
La Tuque.....	678	295	64	559	545	723
Lévis.....	69	115	55	1,300	1,213	1,818
Louiseville.....	17	18	28	319	467	569
Magog.....	1	10	.....	536	342	519
Maniwaki.....	24	183	.....	177	147	191
Matane.....	27	43	17	298	345	866
Mégantic.....	3	1	.....	325	352	372
Mont-Laurier.....	14	10	9	172	278	337
Montmagny.....	29	14	8	409	461	636
Montreal.....	3,785	4,203	1,974	32,157	34,851	42,866
New Richmond.....	25	16	3	214	213	321
Port Alfred.....	8	5	30	258	266	414
Quebec.....	649	619	398	5,929	6,140	6,984
Rimouski.....	202	290	56	835	1,422	1,320
Rivière du Loup.....	13	101	52	633	684	891
Roberval.....	228	137	18	499	569	670
Rouyn.....	82	105	33	1,210	1,254	1,646
Ste. Agathe.....	39	45	8	296	231	405
Ste. Anne de Bellevue.....	92	70	39	473	453	536
Ste. Thérèse.....	200	29	23	1,019	913	1,002
St. Hyacinthe.....	87	67	71	942	1,122	1,121
St. Jean.....	62	104	27	1,345	527	1,533
St. Jérôme.....	87	79	24	652	949	852
Sept-Îles.....	195	202	111	648	589	781
Shawinigan.....	122	147	101	1,666	1,937	2,807
Sherbrooke.....	187	212	112	2,369	2,561	3,174
Sorel.....	22	29	39	1,047	896	2,787
Thetford Mines.....	54	53	48	665	935	1,141
Trois-Rivières.....	172	245	140	1,958	2,028	2,830

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 1, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(?)			Registrations		
	(1) Oct. 1, 1959	Previous Month Sept. 3, 1959	Previous Year Oct. 2, 1958	(1) Oct. 1, 1959	Previous Month Sept. 3, 1959	Previous Year Oct. 2, 1958
Quebec—Cont'd.						
Val d'Or.....	20	20	25	962	989	1,375
Valleyfield.....	18	19	11	1,162	1,243	1,165
Victoriaville.....	42	16	19	832	835	1,088
Ville St. Georges.....	79	87	25	584	612	780
Ontario.....	10,484	12,834	7,784	96,176	104,336	122,458
Amprior.....	17	6	48	106	102	142
Barrie.....	23	27	28	911	819	835
Belleville.....	50	89	28	931	963	987
Bracebridge.....	56	54	43	358	341	527
Brampton.....	31	14	23	1,339	1,492	680
Brantford.....	162	119	83	1,624	1,547	2,201
Brockville.....	76	64	21	225	207	315
Carleton Place.....	9	9	8	120	123	141
Chatham.....	91	347	409	1,065	840	1,160
Cobourg.....	22	18	9	478	514	420
Collingwood.....	12	11	14	344	333	380
Cornwall.....	109	122	97	1,768	1,861	1,987
Elliot Lake.....	69	106	.....	270	348	.....
Fort Erie.....	17	43	6	376	259	496
Fort Frances.....	39	43	25	223	190	280
Fort William.....	85	90	62	1,211	1,021	1,577
Galt.....	104	134	4	667	760	1,120
Gananoque.....	18	26	4	103	114	188
Goderich.....	37	38	23	260	214	271
Guelph.....	49	53	12	1,095	1,086	1,052
Hamilton.....	976	1,087	558	7,163	7,919	12,776
Hawkesbury.....	31	13	9	275	235	366
Kapuskasing.....	43	18	36	359	409	680
Kenora.....	16	23	19	257	216	401
Kingston.....	110	165	86	1,383	1,316	1,243
Kirkland Lake.....	86	74	24	573	564	708
Kitchener.....	219	216	133	1,125	1,222	1,522
Leamington.....	42	133	34	621	440	439
Lindsay.....	18	7	4	335	467	401
Listowel.....	26	26	37	111	137	184
London.....	653	757	475	3,014	2,465	3,635
Long Branch.....	196	267	108	2,428	2,694	2,792
Midland.....	15	23	35	336	287	430
Napanee.....	8	5	4	198	204	280
Newmarket.....	66	101	103	786	727	668
Niagara Falls.....	76	161	31	1,145	947	1,391
North Bay.....	17	27	11	813	808	968
Oakville.....	117	143	71	508	855	695
Orillia.....	23	35	28	457	465	800
Oshawa.....	139	128	114	3,866	8,422	3,276
Ottawa.....	992	1,070	924	3,434	3,293	3,716
Owen Sound.....	37	56	10	616	549	946
Parry Sound.....	.....	.....	2	229	148	263
Pembroke.....	101	109	72	911	834	1,169
Perth.....	23	36	32	170	201	273
Peterborough.....	83	90	109	1,770	1,796	2,344
Pictou.....	13	16	12	149	141	141
Port Arthur.....	147	263	90	1,480	1,427	2,385
Port Colborne.....	9	7	12	392	495	818
Prescott.....	33	25	18	334	324	394
Renfrew.....	19	24	9	239	194	399
St. Catharines.....	152	285	123	2,103	2,663	2,908
St. Thomas.....	91	156	56	584	419	648
Sarnia.....	83	127	53	1,243	1,231	2,403
Sault Ste. Marie.....	383	354	288	953	960	1,763
Simcoe.....	43	320	20	519	318	457
Sioux Lookout.....	12	13	11	95	86	118
Smiths Falls.....	15	9	25	183	219	291
Stratford.....	50	39	19	424	496	686
Sturgeon Falls.....	12	20	2	369	359	734
Sudbury.....	185	243	134	1,888	1,728	3,895
Tillsonburg.....	32	576	.....	348	80	.....
Timmins.....	128	79	66	1,010	1,121	1,398
Toronto.....	3,141	3,259	2,288	26,166	26,972	32,146
Trenton.....	138	127	60	459	333	412
Walkerton.....	75	62	52	258	236	291
Wallaceburg.....	7	10	6	367	136	227
Welland.....	32	30	32	932	869	1,877
Weston.....	206	217	132	2,958	3,036	2,043
Windsor.....	215	241	123	5,747	9,305	7,761
Woodstock.....	71	149	.....	619	434	.....
Manitoba.....	3,850	4,049	1,747	7,624	8,416	11,343
Brandon.....	285	284	142	687	619	786
Dauphin.....	28	19	21	314	282	501
Flin Flon.....	28	54	56	125	137	165
Portage la Prairie.....	50	88	47	386	339	432
The Pas.....	86	164	43	113	199	181
Winnipeg.....	3,373	3,440	1,438	5,999	6,870	9,278

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 1, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(¹) Oct. 1, 1959	Previous Month Sept. 3, 1959	Previous Year Oct. 2, 1958	(¹) Oct. 1, 1959	Previous Month Sept. 3, 1959	Previous Year Oct. 2, 1958
Saskatchewan	1,246	1,359	944	5,565	5,198	6,329
Estevan.....	59	56	48	144	205	230
Lloydminster.....	37	45	.....	105	110	.....
Moose Jaw.....	135	193	177	549	494	576
North Battleford.....	33	38	44	324	281	399
Prince Albert.....	84	67	76	634	626	780
Regina.....	295	314	197	1,551	1,351	1,691
Saskatoon.....	390	369	237	1,424	1,333	1,578
Swift Current.....	56	102	51	211	186	262
Weyburn.....	26	42	31	92	85	148
Yorkton.....	131	133	83	531	527	665
Alberta	2,813	3,089	2,574	12,124	11,592	13,231
Blairmore.....	21	7	16	178	142	296
Calgary.....	712	1,011	794	4,583	3,880	4,470
Drumheller.....	47	35	47	150	206	156
Edmonton.....	1,440	1,475	1,184	5,386	5,533	6,063
Edson.....	98	76	29	336	325	269
Lethbridge.....	176	193	181	662	567	869
Medicine Hat.....	166	183	162	442	536	611
Red Deer.....	153	109	161	387	403	497
British Columbia	2,243	2,366	1,448	36,290	34,650	44,349
Chilliwack.....	33	32	53	656	647	1,169
Courtenay.....	17	7	.....	449	590	680
Cranbrook.....	38	30	19	322	330	350
Dawson Creek.....	17	29	28	488	557	526
Duncan.....	19	20	29	670	676	681
Kamloops.....	7	17	11	517	438	735
Kelowna.....	18	16	16	350	444	400
Kitimat.....	50	50	4	167	118	233
Mission City.....	21	19	12	525	556	640
Nanaimo.....	11	29	13	725	741	1,024
Nelson.....	36	37	20	475	369	413
New Westminster.....	279	223	165	5,361	5,160	6,229
Penticton.....	21	47	11	399	429	502
Port Alberni.....	36	18	38	566	711	647
Prince George.....	95	85	50	1,318	1,011	1,429
Prince Rupert.....	7	15	23	835	827	1,003
Princeton.....	15	14	7	155	128	155
Quesnel.....	18	41	.....	594	349	.....
Trail.....	50	51	32	469	522	412
Vancouver.....	1,145	1,205	662	17,258	16,485	22,785
Vernon.....	38	54	25	517	460	593
Victoria.....	199	214	186	3,305	3,108	3,515
Whitehorse.....	73	113	31	169	194	228
Canada	32,954	35,207	20,815	257,780	268,491	335,549
Males.....	16,162	16,741	9,385	160,519	172,417	228,426
Females.....	16,792	18,466	11,430	97,261	96,074	107,123

¹ Preliminary subject to revision.

² Current vacancies only. Deferred vacancies are excluded.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1954-1959

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1958 (9 months).....	642,565	418,569	223,996	41,447	151,071	218,626	135,245	96,176
1959 (9 months).....	768,922	517,732	251,190	50,612	185,032	261,990	165,400	105,888

TABLE D-6—VACANCIES¹ AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JULY 1, TO SEPTEMBER 30, 1959
(Source: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario				
	Va-can-cies Notified	Placements		Trans-fers out	Va-can-cies Notified	Placements		Trans-fers out	Va-can-cies Notified	Placements		Trans-fers out	Va-can-cies Notified	Placements		Trans-fers out	Va-can-cies Notified	Placements		Trans-fers out	Va-can-cies Notified	Placements		Trans-fers out	
		Reg-ular	Cas-ual			Reg-ular	Cas-ual			Reg-ular	Cas-ual			Reg-ular	Cas-ual			Reg-ular	Cas-ual			Reg-ular	Cas-ual		Reg-ular	Cas-ual	Reg-ular	Cas-ual
Agriculture.....	7	4	2	54	1,054	202	1	1	352	134	9	430	543	382	53	3,312	4,573	902	2,562	5,084	17,815	7,393	4,704	823	
Forestry.....									59	51		2	771	484		55	6,844	3,113	89	824	748	593	29	22	
Fishing and Trapping.....					2	1			8	6	1		24	20							153	123	26	22	
Mining, Quarrying and Oil Wells.....	60	85		3					46	38		2	60	52	5	2	556	327	101	61	1,070	794	30	122	
Metals.....	60	85		3					41	29		1	20	17		1	312	198	8	61	860	641	16	92	
Fuels.....									5	9			28	26	5						24	11	6	19	
Non-Metal Mining.....																	182	116	92		14	12	1		
Quarrying, Clay and Sand Pits.....													9	7			29	24			153	116	7	10	
Prospecting.....													3	2		1	33	19	1		19	14		1	
Manufacturing.....	436	42	370		180	136	43	1	1,368	1,006	178	16	1,060	811	97	5	21,555	15,599	806	323	34,583	24,648	4,040	771	
Food and Beverages.....	16	10			169	127	40		160	93	32	1	301	253	8		3,037	2,291	170	123	7,781	5,630	1,160	113	
Tobacco and Tobacco Products.....																	72	56			42	33	3		
Rubber Products.....													6	5			215	175	3		367	247	25	14	
Leather Products.....									4	1	2						786	576	4	5	553	412	20	6	
Textile Products (except clothing).....		2	1										7	7			1,442	1,083	16	7	1,137	862	69	38	
Clothing (textile and fur).....	1	1	1		4				40	38			56	54			5,524	3,711	44	16	1,768	1,186	34	75	
Wood Products.....	4	2			2				103	71	16		129	96	15		1,261	923	69	8	2,127	1,383	434	49	
Paper Products.....	390	13	370						6	1		1	86	68				927	729	69	7	1,412	1,022	174	13
Printing, Publishing and Allied Industries.....																									
Iron and Steel Products.....	8	5			4	4			34	12	9		20	8	2	1	812	483	157	8	1,793	1,102	369	38	
Transportation Equipment.....					1	2		1	354	270	53	9	282	239	11	3	2,234	1,677	128	54	6,739	4,916	669	181	
Metal.....	8	5			1				473	421	4	4	53	40	7	1	1,655	1,252	63	47	2,850	2,130	172	64	
Non-Ferrous Metal Products.....									20	12	1		26	12	4						828	633	18	55	
Electrical Apparatus and Supplies.....																					1,464	988	233	19	
Non-Metallic Mineral Products.....	4								23	10		1	4	4			1,058	735	8	4	2,150	1,641	93	57	
Products of Petroleum and Coal.....	1	2							131	65	60		25	9	14						341	261	8	7	
Chemical Products.....									2	2			6	5							173	127	92	7	
Miscellaneous Manufacturing Industries.....	1	1				1			6	5			43	2	35		607	408	25	9	1,561	1,042	283	42	
	3	1							8	4	1		13	9	1						751	587	24	2	
																					1,629	1,197	110	38	

(¹) Current and deferred vacancies reported during the period.

TABLE D-6—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JULY 1, TO SEPTEMBER 30, 1959
(Source: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Placements		Va-can-cies Notified	Trans-fers out	Placements		Va-can-cies Notified	Trans-fers out	Placements		Va-can-cies Notified	Trans-fers out	Placements		Va-can-cies Notified	Trans-fers out	Placements		Va-can-cies Notified	Trans-fers out	Placements		Va-can-cies Notified	Trans-fers out
	Reg-ular	Cas-ual			Reg-ular	Cas-ual			Reg-ular	Cas-ual			Reg-ular	Cas-ual			Reg-ular	Cas-ual			Reg-ular	Cas-ual		
Construction	283	14	19	427	372	33	14	1,198	789	194	80	1,775	1,253	113	97	14,434	11,327	857	658	17,680	13,458	2,292	503	
General Contractors.....	274	246	9	19	366	335	22	14	902	627	151	61	1,503	1,086	89	87	9,589	7,418	613	573	12,280	9,574	1,318	390
Special Trade Contractors.....	79	37	5	.....	61	37	11	.....	296	162	43	19	272	167	24	10	4,845	3,909	244	85	5,400	3,884	884	113
Transportation, Storage and Communication	67	33	4	.....	183	30	142	2	349	158	139	14	280	201	62	7	5,565	2,124	3,055	12	6,010	2,720	2,728	70
Transportation.....	45	15	.....	.....	173	27	136	2	288	118	126	14	239	171	60	6	4,327	1,110	2,949	9	5,136	2,319	2,360	52
Storage.....	.....	.....	.....	.....	.....	.....	.....	.....	17	2	10	.....	9	7	2	.....	233	102	104	.....	631	265	328	8
Communication.....	22	18	4	.....	10	3	6	.....	44	38	3	.....	32	23	.....	1	1,005	912	2	3	243	136	40	10
Public Utility Operation	5	1	.....	.....	2	2	.....	.....	47	40	.....	2	30	20	4	2	168	105	17	2	551	451	34	8
Trade	319	158	15	.....	351	150	154	.....	1,453	810	313	3	989	576	199	2	9,307	5,566	1,295	119	16,975	10,424	3,394	209
Wholesale.....	77	40	8	.....	102	25	73	.....	565	240	235	2	351	189	109	1	3,516	1,838	593	81	6,410	3,815	1,620	62
Retail.....	242	118	7	.....	249	125	81	.....	888	570	78	1	638	387	90	1	5,791	3,722	702	38	10,565	6,309	1,774	147
Finance, Insurance and Real Estate	17	6	.....	.....	32	32	2	.....	181	121	9	1	119	85	6	.....	1,016	670	53	5	2,339	1,432	124	47
Service	773	312	58	1	478	319	124	2	2,596	1,223	850	55	2,353	1,237	678	7	19,877	10,559	4,950	247	31,662	16,974	8,283	318
Community or Public Service.....	48	25	1	.....	35	17	9	.....	166	105	15	2	228	151	44	.....	1,557	1,032	169	10	2,689	1,715	288	23
Government Service.....	504	188	8	1	77	101	1	2	473	352	72	34	343	287	40	5	1,211	1,081	47	91	3,622	2,816	447	46
Recreation Service.....	9	4	2	.....	15	.....	.....	.....	114	14	77	1	234	101	116	.....	1,062	340	514	.....	2,522	1,324	715	47
Business Service.....	21	13	1	.....	11	9	1	.....	175	77	56	2	73	46	20	.....	2,075	711	1,052	10	2,268	1,536	202	49
Personal Service.....	191	82	46	.....	340	192	98	.....	1,668	675	630	16	1,475	652	458	2	13,972	7,054	3,509	136	20,831	9,583	6,631	193
Totals	924	463	77	2,709	1,244	499	29	7,687	4,376	1,693	605	8,004	5,121	1,217	3,489	83,925	50,316	13,785	7,365	129,586	78,700	25,594	2,916	
Males	676	456	77	1,919	672	355	20	5,104	2,882	1,276	592	5,711	3,788	851	2,494	56,666	31,509	9,945	6,359	84,800	51,977	18,794	2,242	
Females	248	7	.....	790	572	144	.....	2,583	1,494	417	13	2,293	1,333	366	995	27,259	15,807	3,840	1,006	44,786	26,723	6,800	674	

(1) Current and deferred vacancies reported during the period.

TABLE D-6—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JULY 1, TO SEPTEMBER 30, 1959

(Source: U.I.C. 751)

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out
Agriculture	875	564	63	1	1,731	1,216	20	33	3,022	2,589	82	302	33,519	3,255	30,063	80	63,521	16,652	37,559	10,120
Forestry	49	14	1		10	6			247	146	4		1,250	1,021	48	40	10,005	5,428	171	944
Fishing and Trapping	4	3			2	2				3	1		22	13			218	169	27	22
Mining, Quarrying and Oil Wells	436	341		24	210	178	1	6	1,138	822	18	21	264	202	6	17	3,840	2,869	161	258
Metal Mining.....	398	315		23					8	75			156	108	1	16	1,910	1,439	25	209
Fuels.....					135	114	1	1	770	513	6	13	32	25	4		1,910	1,439	25	209
Non-Metal Mining.....	2	1			45	39			31	18			61	59			1,030	778	22	34
Quarrying, Clay and Sand Pits.....	34	24		1	23	21	15	1	19	15	3		10	6		1	340	254	93	
Prospecting.....	2	1			7	4			214	141	9		10	6	1		272	211	10	13
Manufacturing	5,521	3,201	1,350	1	1,034	755	163		2,866	1,898	511	13	6,515	5,319	397	91	75,118	53,415	7,955	1,251
Foods and Beverages.....	1,187	661	328		451	337	70		728	368	271	1	2,035	1,846	107	1	15,865	11,616	2,186	239
Tobacco and Tobacco Products.....									5	3							120	83	3	
Rubber Products.....	14	10		2	9	6	3		2	1			5				62	44		14
Leather Products.....	60	48		3	1	1			32	18			20	16		2	1,408	1,077	31	13
Textile Products (except clothing).....	95	51			6	2	3		39	25	11		5	2			2,430	1,732	43	4
Clothing (textile and fur).....	636	436	33		42	28	13		38	69	1		184	161	19	2	8,330	5,089	132	93
Fur Products.....	674	328			50	48	14		296	213	31	11	2,308	1,957	73	30	6,034	5,061	873	104
Paper Products.....	149	94			49	28			58	44	1		296	234	19	10	3,377	2,254	661	31
Printing, Published & Allied Industries.....	312	166	79		41	31	9		74	45	10		135	79			3,225	1,930	655	47
Iron and Steel Products.....	1,127	688	354		111	73	13		606	450	86		450	336	40	2	11,912	8,626	1,354	350
Transportation Equipment.....	274	207			85	56	7		284	199	10		343	226	25		6,036	4,529	310	118
Non-Ferrous Metal Products.....	145	107	15	1					34	16	4	1	287	204	42	28	2,805	1,963	317	104
Electrical Apparatus and Supplies.....	168	100	35		5	3			43	29	7		98	62	12		3,550	2,584	156	63
Non-Metallic Mineral Products.....	330	194	117		132	113	12		302	240	26		92	55	23	1	2,381	1,669	429	24
Products of Petroleum and Coal.....	156	91	21		10	8			24	20	2		22	11	3	3	2,328	1,211	48	11
Chemical Products.....	157	69	53		34	14	15		194	122	42		97	54			2,700	1,718	453	51
Miscellaneous Manufacturing Industries.....	140	70	20		6	3			57	36	6		79	48	6	1	2,686	1,955	171	41
Construction	4,355	2,996	375	360	2,991	2,187	366	8	5,093	3,923	321	41	3,027	2,088	391	255	51,333	38,676	4,866	2,030
General Contractors.....	3,304	2,256	219	358	2,071	1,552	214	5	3,573	2,784	183	38	2,202	1,554	269	239	36,064	27,432	3,078	1,784
Special Trade Contractors.....	1,051	740	156	2	920	635	152	3	1,520	1,139	138		825	534	131	11	15,269	11,244	1,788	246
Transportation, Storage and Communication	2,254	1,159	491	71	1,017	564	201	138	1,671	1,012	399	19	1,413	786	374	3	18,839	8,787	7,586	326
Transportation.....	1,880	1,006	314	71	836	476	122	127	1,291	866	202	17	1,166	668	280	3	15,381	6,776	6,549	300
Storage.....	292	79	177		156	57	73		257	81	149		166	62	94		1,761	655	937	8
Communication.....	82	74			55	31	6	1	123	65	39	2	81	56		1	1,697	1,356	100	18

(1) Current and deferred vacancies reported during the period.

TABLE D-6—VACANCIES¹ AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JULY 1, TO SEPTEMBER 30, 1959

(Source: U.I.C. 751)

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada		
	Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements	
		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out
Public Utility Operation.....	245	182	23	41	36	1	227	200	13	140	108	2	1,456	1,145	16
Trade.....	5,535	2,196	2,124	2,410	1,395	648	4,537	2,532	1,236	5,301	2,806	21	47,177	26,387	359
Wholesale.....	2,624	1,031	1,154	935	493	367	2,121	1,035	787	1,793	1,054	7	18,494	9,760	154
Retail.....	2,911	1,165	970	1,475	902	281	2,416	1,497	449	3,508	1,752	14	28,683	16,547	205
Finance, Insurance and Real Estate	496	339	16	332	237	18	578	394	28	775	491	3	5,885	3,807	57
Service.....	5,646	1,899	2,485	4,824	1,865	2,132	10,111	3,617	4,553	11,167	7,221	74	89,487	45,226	749
Community or Public Service.....	661	316	98	2,414	233	87	677	438	40	859	560	6	7,334	4,592	67
Government Service.....	573	490	10	489	373	52	1,053	901	22	1,420	1,303	8	9,765	7,892	195
Recreation Service.....	209	41	231	139	36	78	275	101	107	119	85	18	4,458	2,046	8
Business Service.....	616	186	353	1,125	195	904	2,105	639	1,612	2,621	2,372	31	11,393	6,125	95
Personal Service.....	3,587	866	1,793	2,657	1,028	1,011	6,001	1,538	2,772	5,815	2,901	29	56,537	24,571	384
Total.....	25,416	12,894	6,928	14,632	8,441	3,550	29,493	17,125	7,156	63,423	23,340	531	368,912	202,481	16,132
Female.....	17,405	4,693	4,663	10,382	6,079	2,738	19,834	12,648	4,937	28,714	13,511	529	233,162	136,186	56,475
Males.....	8,011	3,450	2,235	4,240	2,362	812	9,659	4,477	2,219	34,709	9,829	52	134,510	66,295	2,839

⁽¹⁾ Current and deferred vacancies reported during the period.

E—Unemployment Insurance

TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, SEPTEMBER 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	3.1	.....	13,129	272,980
Prince Edward Island.....	0.6	.....	2,361	41,364
Nova Scotia.....	7.1	.....	29,829	572,103
New Brunswick.....	5.5	.....	22,903	436,747
Quebec.....	46.0	.....	193,327	3,855,732
Ontario.....	60.3	.....	253,380	5,354,812
Manitoba.....	4.4	.....	18,225	346,034
Saskatchewan.....	2.9	.....	12,285	232,149
Alberta.....	5.9	.....	24,880	497,388
British Columbia.....	19.2	.....	80,795	1,762,077
Total, Canada, Sept. 1959.....	155.0	.....	651,114	13,371,386
Total, Canada, Aug. 1959.....	154.7	.....	649,861	13,123,154
Total, Canada, Sept. 1958.....	224.0	.....	940,861	19,854,067

TABLE E-2—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOW- ING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, SEPTEMBER 30, 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Duration on the Register (weeks)							Percent- age Postal	September 30, 1958 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	201,598	Not Available							26.6	282,587
Male.....	124,992								28.6	196,514
Female.....	76,606								23.3	86,073
Excluding T.....	183,866	63,676	20,715	27,778	19,932	14,155	10,613	26,997	26.1	259,946
Prairie M.....	115,635	44,840	13,983	17,503	11,362	7,551	5,624	14,772	27.7	182,855
Provinces F.....	68,231	18,836	6,732	10,275	8,570	6,604	4,989	12,225	23.3	77,091
Newfoundland.....	4,103	1,188	462	595	355	284	453	766	64.7	6,376
Male.....	3,301	1,033	372	465	265	199	387	580	68.5	5,510
Female.....	802	155	90	130	90	85	66	186	48.9	866
Prince Edward Island.....	727	203	95	111	115	72	39	92	54.1	802
Male.....	421	148	47	60	73	33	18	42	60.6	515
Female.....	306	55	48	51	42	39	21	50	45.1	287
Nova Scotia.....	9,522	2,892	1,158	1,385	1,018	785	655	1,629	37.3	17,812
Male.....	7,051	2,269	897	1,032	705	545	453	1,150	38.1	15,046
Female.....	2,471	623	261	353	313	240	202	479	34.9	2,766
New Brunswick.....	7,104	2,298	791	1,040	767	599	464	1,145	49.5	9,340
Male.....	4,964	1,704	583	743	507	347	300	780	54.7	6,979
Female.....	2,140	594	208	297	260	252	164	365	37.4	2,361
Quebec.....	61,519	20,813	7,102	9,621	6,651	4,930	3,886	8,516	25.9	87,718
Male.....	38,101	14,694	4,773	5,931	3,601	2,573	1,986	4,543	27.3	61,281
Female.....	23,418	6,119	2,329	3,690	3,050	2,357	1,900	3,973	23.7	26,437
Ontario.....	74,552	25,397	7,958	11,264	8,268	5,817	3,881	11,967	20.9	103,857
Male.....	44,319	17,059	5,027	6,820	4,445	2,950	1,827	6,191	20.8	69,613
Female.....	30,233	8,338	2,931	4,444	3,823	2,867	2,054	5,776	21.0	34,244
Manitoba.....	5,450								23.9	8,217
Male.....	2,705								28.6	4,820
Female.....	2,745								19.3	3,397
Saskatchewan.....	3,690	Not Available							39.5	4,501
Male.....	1,762								47.2	2,594
Female.....	1,928								32.4	1,907
Alberta.....	8,592								33.8	9,923
Male.....	4,890								42.4	6,245
Female.....	3,702								22.3	3,678
British Columbia.....	26,339	10,885	3,149	3,762	2,758	1,668	1,235	2,882	23.9	34,041
Male.....	17,478	7,933	2,284	2,452	1,766	904	653	1,486	25.7	23,911
Female.....	8,861	2,952	865	1,310	992	764	582	1,396	20.5	10,130

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
SEPTEMBER, 1959**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,945	1,257	1,688	2,774	2,315	459	776
Prince Edward Island.....	332	207	125	280	182	98	119
Nova Scotia.....	4,621	2,885	1,736	4,250	3,111	1,139	1,291
New Brunswick.....	3,641	2,146	1,495	3,473	2,458	1,015	907
Quebec.....	33,274	20,689	12,585	31,485	23,168	8,317	7,995
Ontario.....	44,265	26,498	17,767	45,474	34,791	10,683	10,549
Manitoba.....	2,703	1,789	914	2,500	1,717	783	606
Saskatchewan.....	1,937	1,342	595	1,711	1,161	550	565
Alberta.....	4,943	3,103	1,840	4,455	3,306	1,149	1,459
British Columbia.....	16,476	10,175	6,301	15,328	10,737	4,591	4,433
Total, Canada, Sept. 1959.....	115,137	70,091	45,046	111,730	82,946	28,784	28,700
Total, Canada, Aug. 1959.....	102,439	61,628	40,811	106,779	80,898	25,881	25,293
Total, Canada, Sept. 1958.....	157,556	86,093	71,463	151,336	117,134	34,202	38,244

*In addition, revised claims received numbered 22,765.

†In addition, 22,462 revised claims were disposed of. Of these, 1,719 were special requests not granted and 1,009 were appeals by claimants. There were 3,760 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1959—August.....	3,980,100	3,770,100	210,000
July.....	3,996,000	3,770,100	225,900
June.....	3,989,000	3,765,500	220,500
May.....	3,919,000	3,639,600	279,400
April.....	4,134,000	3,523,200	610,800
March.....	4,239,000	3,472,100	766,900
February.....	4,248,000	3,452,000	796,000
January.....	4,257,000	3,471,900	785,100
1958—December.....	4,265,000	3,550,000	715,000
November.....	4,060,000	3,640,800	419,200
October.....	3,987,000	3,663,500	323,500
September.....	4,000,000	3,717,400	282,600
August.....	4,015,000	3,720,400	294,600

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1958—November.....	126.3	123.2	139.8	110.4	121.5	133.1
December.....	126.2	122.2	139.9	110.5	122.0	133.4
1959—January.....	126.1	122.3	140.2	109.2	121.8	133.4
February.....	125.7	121.2	140.2	108.8	122.0	133.4
March.....	125.5	120.0	140.3	109.4	122.3	133.4
April.....	125.4	119.3	140.5	109.6	122.6	133.7
May.....	125.6	118.5	141.0	109.7	122.5	134.9
June.....	125.9	119.1	141.5	109.2	122.5	135.4
July.....	125.9	119.2	141.7	109.7	122.7	130.4
August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2
October.....	128.0	124.2	142.4	110.5	123.4	135.5
November.....	128.3	123.8	142.6	111.4	123.5	136.9

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF OCTOBER 1959

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	October 1958	Sept. 1959	October 1959					
(1) St. John's, Nfld.....	112.7	114.9	114.5	111.7	114.9	104.9	109.5	127.4
Halifax.....	123.7	126.3	127.0	118.4	133.5	119.5	129.2	138.8
Saint John.....	126.2	128.3	129.0	124.0	137.1	117.1	124.2	142.4
Montreal.....	126.6	127.8	127.8	127.4	144.7	106.1	119.9	135.9
Ottawa.....	126.4	127.6	128.6	123.9	147.3	114.1	121.1	137.0
Toronto.....	128.9	129.4	130.3	123.8	153.6	113.7	123.4	137.0
Winnipeg.....	123.5	123.9	125.0	120.7	132.8	116.9	119.9	133.7
Saskatoon—Regina.....	123.1	124.2	124.6	123.4	124.0	120.1	125.0	128.1
Edmonton—Calgary.....	122.4	124.0	124.5	120.6	124.8	118.4	126.1	132.0
Vancouver.....	126.7	128.3	129.6	125.8	138.4	115.3	132.6	135.9

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 542, May issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1954-1959

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1954.....	156	174	62,250	1,475,200	0.15
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,881	0.14
*1958.....	251	260	107,497	2,879,120	0.24
*1958: October.....	19	48	41,537	857,390	0.85
November.....	28	49	26,898	281,525	0.28
December.....	5	31	18,129	243,105	0.24
*1959: January.....	14	38	13,739	158,730	0.16
February.....	9	29	7,068	123,175	0.12
March.....	16	31	20,973	95,430	0.10
April.....	12	22	8,747	72,340	0.07
May.....	20	32	5,359	60,825	0.06
June.....	30	43	8,432	57,320	0.06
July.....	26	42	41,417	685,505	0.65
August.....	28	47	38,656	667,960	0.63
September.....	15	33	30,076	282,490	0.27
October.....	11	29	7,100	67,012	0.06

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, OCTOBER 1959, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	1	18	378
Fishing.....			
Mining.....	2	773	4,233
Manufacturing.....	16	5,358	59,073
Construction.....	6	856	1,813
Transportation, etc.....	1	14	14
Public utilities.....			
Trade.....	1	7	42
Service.....	2	74	1,459
All industries.....	29	7,100	67,012

TABLE G-3—STRIKES AND LOCKOUTS, OCTOBER 1959, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island...			
Nova Scotia.....	1	600	600
New Brunswick.....	1	600	1,200
Quebec.....	7	2,464	43,084
Ontario.....	15	3,157	16,416
Manitoba.....			
Saskatchewan.....	1	141	2,961
Alberta.....			
British Columbia.....	4	138	2,751
Federal.....			
All jurisdictions...	29	7,100	67,012

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
OCTOBER 1959**

(Preliminary)

Industry — Employer — Location	Union	Work- ers In- volved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			Octo- ber	Accum- ulated		
MINING— Marmoraton Mining Co., Marmora, Ont.	Steelworkers Loc. 4854 (AFL-CIO/CLC)	173	3,633	13,145	July 15	Wages, fringe benefits~
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. Loc. 4535 (Ind.)	600	600	600	Oct. 27 Oct. 28	Refusal to work on wall with reduced staff~Re- turn of workers.
MANUFACTURING— <i>Food and Beverages—</i> Fry-Cadbury, Montreal, Que.	Bakery Wkrs. Loc. 333 (CLC)	600	4,200	25,500	Aug. 11 Oct. 13	Wages, seniority~8¢ an hour retroactive to Decem- ber 1958; 4¢ increase effective December 1960.
Canada and Dominion Sugar Co., Chatham, Ont.	Employees' Association of C. and D. Sugar Co. (Ind.)	325	497	497	Oct. 28 Oct. 30	Wages~15¢ an hour in- crease on base rate.
<i>Rubber Products—</i> Dominion Rubber Company, Kitchener, Ont.	Rubber Wkrs. Loc. 180 (AFL-CIO/CLC)	900	2,700	2,700	Oct. 19 Oct. 22	Objection to new stan- dards and methods policy ~Return of workers with agreements of trial run for new standards and meth- ods policy.
<i>Textile Products—</i> Dominion Textile Mills, Magog, Que.	Textile Wkrs. (CCCL)	1,750 (85)	36,750	41,250	Sept. 28	Wages~
<i>Clothing (Textile and Fur)</i> Canaday Apparel, Moose Jaw, Sask.	United Garment Wkrs. Loc. 396 (AFL-CIO/ CLC)	141	2,961	7,766	Aug. 14	Wages for time and piece workers~
<i>Iron and Steel Products—</i> John Inglis Co., Toronto, Ont.	Steelworkers Loc. 2900 (AFL-CIO/CLC)	685	4,805	43,165	July 14 Oct. 13	Wages~25½¢ an hour in- crease over a three year period.
American Standard Products, Windsor, Ont.	Auto Wkrs. Loc. 195 (AFL-CIO/CLC)	177	354	6,544	Aug. 12 Oct. 5	Wages, supplementary un- employment benefits, other changes~Return of workers, terms of settle- ment not available.
Standard Tube and T.I., Woodstock, Ont.	Auto Wkrs. Loc. 636 (AFL-CIO/CLC)	395	1,975	5,925	Sept. 17 Oct. 8	Wages, other issues~14¢ an hour increase over a two year period.
<i>Electrical Apparatus and Supplies—</i> Canadian Westinghouse Co., Hamilton, Ont.	United Electrical Wkrs. Loc. 504 (AFL-CIO/ CLC)	107	267	267	Oct. 21 Oct. 26	Seniority of workers with- in a department~Work resumed.
CONSTRUCTION— Saint John Builders Exchange, Saint John, N.B.	Carpenters Loc. 1386 (AFL-CIO/CLC)	600	1,200	1,200	Oct. 5 Oct. 7	Wages~7¢ an hour in- crease this year, a further 5¢ an hour next year.
Electrical Contractors Association, Windsor and Essex County, Ont.	Bro. Electrical Wkrs. Loc. 773 (AFL-CIO/CLC)	185	370	4,255	Sept. 4 Oct. 5	Wages~40¢ an hour in- crease over the next 18 months.

Figures in parentheses show the number of workers indirectly affected.

OCCUPATIONAL MONOGRAPHS

in the

“CANADIAN OCCUPATIONS” SERIES

This Series is prepared by the Economics and Research Branch of the Department of Labour to help young people choose a career, and as an aid to those engaged in vocational guidance work. Each booklet covers an occupation or occupational field, outlining the kind of work done, the preparation and training needed, how to enter the occupation, career opportunities and employment outlook.

MONOGRAPHS

TITLE	Catalogue No.
1 Carpenter, 1957.....	L43-0157
*2 Bricklayers and Stone-Masons, 1954.....	L43-0254
3 Plasterer, 1954.....	L43-0354
4 Painter, 1957.....	L43-0457
*5 Plumber, Pipe Fitter and Steam Fitter, 1957.....	L43-0557
6 Sheet-Metal Worker, 1954.....	L43-0654
7 Electrician, 1954.....	L43-0754
8 Machinist and Machine Operators (Metal), 1958.....	L43-0858
*9 Printing Trades, 1957.....	L43-0957
*10 Motor Vehicle Mechanic, 1957.....	L43-1057
11 Optometrist, 1958.....	L43-1158
*12 Social Worker, 1957.....	L43-1257
13 Lawyer, 1958.....	L43-1358
*14 Mining Occupations, 1957.....	L43-1457
15 Foundry Workers, 1957.....	L43-1557
*16 Technical Occupations in Radio and Electronics, (being revised).....	L43-16
17 Forge Shop Occupations, 1959.....	L43-1759
18 Tool and Die Makers, 1959.....	L43-1859
19 Railway Careers, 1954.....	L43-1954
*20-35 Careers in Natural Science and Engineering, 1953 (one booklet).....	L43-2053
36 Hospital Workers (Other than Professional), 1954.....	L43-3654
*37 Draughtsman, 1955.....	L43-3755
38 Welder, 1955.....	L43-3855
*39 Careers in Home Economics, 1956.....	L43-3956
40 Occupations in the Aircraft Manufacturing Industry, 1956.....	L43-4056
*41 Careers in Construction, 1957.....	L43-4157
42 Medical Laboratory Technologist, 1957.....	L43-4257
*43 Careers in Meteorology, 1958.....	L43-4358
44 Teacher, 1959.....	L43-4459
45 Physical and Occupational Therapist, 1959.....	L43-4559

All monographs in the “Canadian Occupations” series are priced at 10 cents per copy, with the exception of *Careers in Natural Science and Engineering*, which is 25 cents. A discount of 25 per cent is allowed on quantities of 100 or more of the same title.

Send remittance by cheque or money order, made payable to the Receiver General of Canada, to The Queen's Printer, Ottawa, Canada.

School guidance counsellors should inquire from their provincial Department of Education for supplies.

FILMSTRIPS

*The Department of Labour, in collaboration with the National Film Board, has prepared a number of occupational filmstrips based on titles in the “Canadian Occupations” series. Titles covered to date are indicated by an asterisk. Monographs 20-35 have been covered in two filmstrips, entitled *Careers in Natural Science* and *Careers in the Engineering Profession*.

Filmstrips are priced at \$1.50 each and may be purchased from the National Film Board, Box 6100, Montreal.

BINDING DEPT. AUG 15 1960

~~HD~~
~~8101~~
~~A3~~
~~v. 59~~
~~no. 7-12~~
~~cop. 2~~

The Labour gazette

PLEASE DO NOT REMOVE
CARDS OR SLIPS FROM THIS POCKET

UNIVERSITY OF TORONTO LIBRARY

Government
Publications

HANDBOUND
AT THE



UNIVERSITY OF
TORONTO PRESS

